



INITIATIVE OVERVIEW

Are You Ready to Take Your Next Shift?

The Next Shift initiative is a collaborative effort between the North American Hockey League (NAHL) and the USA Hockey Officiating Program to recruit, develop, and advance brand **NEW** on-ice officials. The initiative is being implemented to target former hockey players who have a passion for the game and incentivize them to take their next shift as an on-ice official.

About the Next Shift Initiative

The Next Shift initiative is operated by the NAHL Officiating Department and is carefully designed to provide **EDUCATION, EXPOSURE** and **EXPERIENCE** to new officials who are starting their officiating career and who ultimately aspire to advance into higher levels of amateur hockey, junior hockey and beyond.

- **EDUCATION** – Next Shift officials will participate in a monthly continuing education webinar series with the first session dedicated to an overview of the USA Hockey Officiating Program registration and certification process. Additional webinar sessions will provide a comprehensive discussion on a variety of officiating specific topics that individuals must master in order to develop into a successful game manager. Officials will also participate in a monthly rules quiz continuing education series which will feature a variety of formats and cover a range of topics. Both continuing education series will reinforce and complement the materials provided by the USA Hockey Officiating Education Program.
- **EXPOSURE** – Next Shift officials will be introduced to and have an opportunity to interact with and learn from current officials who have advanced into the junior, collegiate, professional and international levels of hockey. These interactions will provide officials with an overview of the variety of opportunities available in officiating as well as the different developmental pathways which can be taken to reach an individual's officiating goals. Officials will be partnered with a Next Shift Mentor Official who will provide support with the USA Hockey Officiating Program certification process in addition to being a resource and support system for the official in his or her first season and beyond.
- **EXPERIENCE** – Next Shift officials will be guided and supported in getting set up and established within their local officiating association. In-season opportunities to be 'fast-tracked' into the NAHL family of leagues exist but will be offered on a case-by-case basis with consideration to an individual's officiating skill set and where they are within their officiating development. We want to set each official up for success not only in the short-term, but also the long-term. Next Shift officials who participate in a NAHL Officiating Exposure Camp will also gain experience working in both the Three- and Four- Official Systems and will have the opportunity to officiate in front of representatives from USA Hockey's Advanced Officiating Development Program (AODP).

Application Process & Timeline

Space is limited. The online application for the Next Shift initiative will close Friday, May 31, 2024 at 11:59 PM. Applicants will be notified of their application results on or before June 17, 2024. If selected to participate, officials will receive additional details on the Next Shift initiative confirmation process, important dates and other relevant information. LEARN MORE & APPLY ONLINE at: NAHL.COM/OFFICIATING/NEXT-SHIFT.

Questions? Please contact Kendall Hanley, NAHL Manager of Officiating at khanley@nahl.com.



BENEFITS & REQUIREMENTS

Next Shift Benefits:

All participants in the Next Shift initiative will receive the following benefits:

- Support navigating the USA Hockey Officiating Program registration and certification process
- Support becoming set up and established within your local officiating association
- Access to *Whistle Talk!*, a four-part monthly webinar continuing education series dedicated to a variety of officiating specific topics
- Access to *You Make the Call!*, a four-part monthly rules quiz continuing education series featuring a variety of formats and covering a variety of officiating topics
- Opportunity to be ‘fast-tracked’ into NAHL family of leagues opportunities*
 - Potential exposure to and feedback from NAHL Officiating Coaches
- Next Shift Mentor Program
- Sign-Up Bonus** of up to \$400.00 USD

* Selection to participate in the Next Shift initiative does not guarantee assignment to officiate in the NAPHL, NA3HL, NAHL or other NAHL family of leagues properties.
 **Terms & Conditions Apply. For full details, please see the Next Shift Sign-Up Bonus Policy.

Next Shift Requirements:

All participants in the Next Shift initiative are expected to:

- Must be 18 years of age or older as of June 1, 2024
- Must have played hockey recently at the Youth 18U/Girls’ 19U, Junior, Collegiate or Professional levels
- Must become a fully registered USA Hockey official by November 1, 2024
 - **ALL** requirements completed for the 2024 – 2025 season, card/crest in hand
- Must become established and involved in your local officiating association
- Must attend four (4) *Whistle Talk!* - Continuing Education Series monthly webinar sessions
 - *Please see anticipated schedule below*
- Must complete four (4) *You Make the Call!* - Continuing Education Series quizzes
 - *Please see anticipated schedule below*
- Must review and agree to the Next Shift Code of Conduct & Social Media Policy
- Must review and agree to the Next Shift Sign-Up Bonus Policy
- Anticipated participation in a NAHL Officiating Exposure Camp (Spring 2025) or an NAHL Officiating Department approved partner officiating development camp

Whistle Talk! Schedule		
Webinar Date	Day	Start Time
3-Jul-24	Wed	6 PM CT
7-Aug-24	Wed	6 PM CT
4-Sep-24	Wed	6 PM CT
2-Oct-24	Wed	6 PM CT

You Make the Call! Schedule						
Quiz Release Date	Day	Start Time	Quiz Due Date	Day	Start Time	
4-Jul-24	Thu	8 AM CT	6-Aug-24	Tue	11:59 PM CT	
8-Aug-24	Thu	8 AM CT	3-Sep-24	Tue	11:59 PM CT	
5-Sep-24	Thu	8 AM CT	1-Oct-24	Tue	11:59 PM CT	
3-Oct-24	Thu	8 AM CT	5-Nov-24	Tue	11:59 PM CT	

**Whistle Talk! and You Make the Call! date/time(s) and deadlines subject to change.*

Questions? Please contact Kendall Hanley, NAHL Manager of Officiating at khanley@nahl.com.



SIGN-UP BONUS POLICY

Purpose

Our Next Shift Sign-Up Bonus Policy explains how the North American Hockey League (NAHL) distributes sign-up bonuses to Next Shift officials. We recognize there are start-up costs associated with becoming an on-ice official and we want to reward Next Shift officials who are continually committed to their officiating development. This policy clarifies how we choose which Next Shift officials to reward and how we determine bonus amounts.

Scope

This policy applies to all Next Shift officials. The NAHL may modify this policy and our bonus structure at any time without notice.

Policy Elements

The NAHL recognizes there are start-up costs associated with becoming an on-ice official and rewards officials for their continued commitment to their officiating development. For this reason, we award sign-up bonuses at two tiers:

- Tier I Sign-Up Bonus
- Tier II Sign-Up Bonus

Eligibility

The following section outlines the requirements within each bonus tier that a Next Shift official must complete to be eligible for the designated sign-up bonus:

- Tier I Sign-Up Bonus - \$200.00 USD
 - Become a **FULLY** Registered USAH Official by November 1, 2024
 - Attend 100% (4 of 4) of the *Whistle Talk!* – Continuing Education Series webinars
 - Complete 100% (4 of 4) of the *You Make the Call!* – Continuing Education Series quizzes
 - Abide by to the Next Shift Code of Conduct & Social Media Policy
- Tier II Sign-Up Bonus - \$200.00 USD
 - Completed Tier I Sign-Up Bonus Requirements
 - Register for and fully participate in a NAHL Officiating Exposure Camp (Spring 2025) or an NAHL Officiating Department approved partner officiating development camp
 - Abide by to the Next Shift Code of Conduct & Social Media Policy

The maximum Sign-Up Bonus amount a qualifying Next Shift official is eligible for is \$400.00 USD. The Next Shift official must complete all requirements during the 2024 – 2025 season to be eligible to receive Tier I and/or Tier II Sign-Up Bonus funds.

Sign-Up Bonus Distribution Process & Timelines

Sign-Up Bonus funds will be distributed to qualifying Next Shift officials via the following schedule:

- Tier I Sign-Up Bonus – December 31, 2024
- Tier II Sign-Up Bonus – May 9, 2025 or promptly following the completion of a NAHL Officiating Department approved partner officiating development camp

Additional details on this process will be provided by the NAHL Manager, Officiating.

Questions? Please contact Kendall Hanley, NAHL Manager of Officiating at khanley@nahl.com.



CODE OF CONDUCT

All participants in the Next Shift initiative are expected to commit to maintain the highest standard of professional and ethical behavior both on and off the ice. As part of that commitment all officials, agree to abide by the rules and guidelines set forth in this document for the duration of their participation in the Next Shift initiative.

Next Shift Officials Are Expected To:

- Become a fully certified USA Hockey Official by November 1, 2024.
- Become fully set up and involved within your local officiating association.
- Actively participate in all required Next Shift initiative programming (webinar series, quiz series etc.)
- Act in a professional and businesslike manner at all times and take your role seriously.
- Officiate games according to the current 'Standard of Enforcement' that USA Hockey and, if assigned, the NAHL family of leagues have directed thus creating a positive and safe experience for all participants. This includes familiarizing yourself with and abiding by all Game Official 'Code of Conduct' expectations set forth by USA Hockey, NAPHL, NA3HL and/or the NAHL.
- Know all playing rules, their interpretations, and their proper application. This includes game procedures and over-time and shootout protocols as they may vary between leagues, both locally and within the NAHL family of leagues.
- SERVE the Game. Make your calls with quiet confidence; never with arrogance.
- Answer all reasonable questions and requests and use honesty and integrity when answering questions.
- Admit your mistakes when you make them.
- Never openly criticize a coach, player or fellow official and keep your emotions under control.
- Use only USA Hockey-approved officiating techniques and policies.
- Maintain your physical and mental health through a physical conditioning program, good nutrition, and a positive lifestyle.
- Strive for EXCELLENCE, not perfection. Dedicate yourself to personal improvement and maintenance of your officiating skills.
- Respect your Officiating Coach and their critique of your performance.
- Show respect for other's personal property at all times, be it in an official's dressing room, in a league sponsored hotel room or in any other location (cars, restaurant, league sponsored house etc.)
- Not participate in any form of hazing be it physical, emotional or occurring in a social media setting.
- Not engage in any form of unlawful or unethical conduct.
- Not engage in behavior that endangers or threatens to endanger the safety of yourself or others around you, is contrary to the law or brings discredit to the Next Shift initiative, North American Hockey League, USA Hockey Officiating Program or any other programs associated with USA Hockey.

I understand that the penalties for any breach of this 'Code of Conduct' shall range from a reprimand to expulsion from the Next Shift initiative.

I further understand that being part of the Next Shift initiative is a privilege and is NOT a right. I understand that I represent all North American Hockey League participants and personnel, past and present, which have provided me this opportunity to develop my skills. I also understand that the goal of the program is to provide an avenue for officials to develop their skills and I know am expected to hold to this ideal.

By agreeing to this 'Code of Conduct', I acknowledge that I have read and understand this 'Code of Conduct'. I further agree to support and abide by this 'Code of Conduct' at all times.



SOCIAL MEDIA POLICY

This section is related to any and all social media platforms such as Facebook, Twitter, Instagram, Snapchat, LinkedIn, YouTube, Reddit, Podcasts etc.

- Do not include, post photos or mention personal information of/about fellow game officials or staff members without their permission; respect your fellow game officials' right to privacy;
- No photographs or videos posted from inside the official's dressing room or from official game related activities;
- Next Shift officials are prohibited from posting on social media platforms starting 90 minutes prior to puck drop and immediately after the game;
- Next Shift officials and NAHL Officiating Department Staff cannot use social media (including PODCASTS) to make or promote any comments that could have negative impact on the NAHL, USA Hockey and any of their respective colleagues;
- No public criticizing of officials, teams and their respective individuals or event organizers.
- Do not post internal officiating information, such as game assignments, issues related to management of Next Shift officials or personal opinions about the Next Shift initiative, NAHL, USA Hockey and their respective Officiating Staff(s).
- When in doubt, consult with the NAHL Manager, Officiating or NAHL Director, Officiating.
- No unnecessary post-game activity announcements which may bring you, fellow game officials, NAHL Officiating Department Staff or various leagues into disrepute. Examples being invites to restaurants or bars.
- Do not use profanity or words/terms that could be interpreted as racist, sexist or prejudice.

By agreeing to this 'Social Media Policy', I acknowledge that I have read and understand this 'Social Media Policy'. I further agree to support and abide by this 'Social Media Policy' at all times.