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“With our Youth Academy we have built the future of our club. We are sharing our passion and tradition for football and our youth players. Bayern will always bring ‘stars’ from other clubs, but we also want players coming from our Youth Academy, because they fully identify with our club.”

- Karl-Heinz Rummenigge, FC Bayern München Chairman of the Board -

**MAIN GOAL: TOP-QUALITY
REGULAR PLAYERS AND
HOME-GROWN PLAYERS
HAVE TO IDENTIFY THEMSELVES
FULLY WITH THE CLUB**

Club Name	FC Bayern München	
Infrastructure	Training Centre	Säbener Strasse (70'000 m2), Munich
	Number of Training Pitches	5 (4 grass pitches, 1 artificial turf)
Recruitment Policy	Admittance of spontaneous candidacy	no players admitted - players are selected during "talentsday".
	Number of Scouts	10 in Germany (outside Bavaria), 15 in Bavaria
	Zone of recruitment	until U15 regional (2/3 hours driving radius of the club)
	Desired skills	technique + significant affinity for the club and its identity
Team	Number of teams	11 plus the first and second team
	Number of players	+/- 185
	Origin of players	90% Bavarian players, 5% other parts of Germany, 5% foreign players
Coaches	Required characteristics	In the younger age groups (U8-U12) mostly sport students and adults with paedagogic background and at least UEFA-B-Licence; from U13 mostly ex-players or coaches with significant Youth experience and all UEFA-Pro-Level license
	Number of Coaches	26
	Responsibilities of Coaches	Average responsibilities: they have to train the parameters set by the Board and field the team usually with a 4-4-2 formation imposed by the club; the coach can decide the specific exercises.
Training	Formation	4-4-2
	Start of the Tactical work (as from y.o.)	11
	Work with weights	Not before the age of 16, just with own body weight
	Number of training sessions	4 per week from 11, up to 6 per week from 1
	Type of matches	7:7 until 10, 11:11 as from 11
	Exercices	bottom-up depends on age: basically in the basic age (7-11) groups mainly ball work and co-ordination, in the middle age groups (12-15) add on speed and focus on individual skills and the oldest age group (16-19) add on team and group tactics and fitness
Particularity	Youth Academy Staff (excl. Coaches)	40
	In house facilities	boarding facility for 13 players / from 19 y.o. external accommodation
	Prohibitions	a player who doesn't keep up in the classroom, is not permitted to train or play
Costs/Year	€ 3 m	

BACKGROUND & MILESTONES

- The home of FC Bayern München's youth academy, the 'FC Bayern Junior Team' was founded in 1902 and restructured in 1995. FC Bayern München's academy and training ground is located in a leafy suburb of Munich, within an affluent residential area on Säbener Straße. It feels like the real nerve centre of the club, as one single site hosts the fan centre, club offices, professional training quarters and the youth academy, making this the focal centre for all supporters and the commercial and football work done by FC Bayern München in the city.
- FC Bayern München was a pioneer in developing grassroots players but with the primary reason to train players in the FC Bayern München style and philosophy. Since then FC Bayern München focuses on sharing its traditional values with the player so that all players feel that they are part of one family.

KEY FACTS

- 185 players in the youth academy
- 29 youth coaches and sports staff
- Annual costs of the Academy
= € 3 m
- FC Bayern München only scouts for players regionally (within a two to three hour driving radius of the club)

FC BAYERN MÜNCHEN YOUTH TEAM HONOURS

- Deutscher A-Junioren-Meister:
2001, 2002, 2004
- Deutscher A-Junioren-Vizemeister:
1998, 2006, 2007
- Deutscher B-Junioren-Meister:
1989, 1997, 2001, 2007

VISION & PHILOSOPHY

The cornerstone of the FC Bayern München philosophy is to integrate mental and physical strength in players. Although its attitude may seem to be somewhat 'aggressive', FC Bayern München aims to be the best youth academy not only in Germany but also beyond its immediate borders.

FC Bayern München believes in the separation of the academy professionals and, thus, the head coach of the senior team has no influence on youth development. The academy, therefore, acts as a sort of laboratory for the club where players have to be produced to meet the demanding specifications for playing at the highest level possible (Champions League) while maintaining a significant and demonstrable affinity with the club, its identity and way of working.

Some key aspects of this policy:

- The belief that home-grown players will associate more fully with the club than other outside players
- The club acts as a developer of personalities
- Education is paramount
- A player who is not good enough must leave to free up his place
- Football people + experts + continuity = results

INFRASTRUCTURE

The training ground has been reconstructed in the last few years and has become a modern and cutting edge facility. As is the case with football training facilities, the central point is the grass and artificial football training area used by the professional and youth teams of the club. It is an enclosed facility and has a very cosy feel to it despite covering 70 000 m². The facility includes five training fields; four of natural grass (including one with under-soil heating) and one artificial turf. There are also team rooms (for visiting teams too), physio/medical facilities and an indoor sports hall.

The academy has boarding facilities for 13 players aged between 15 and 18 who stay in residence at the club. When they are older, young players may be moved to club-provided external accommodation. As well as living quarters, young players have recreational and study areas available to them. The daily routine is strictly regulated between training and education.

Although it was rebuilt a few years ago, the academy has a history that goes back many decades. When it originally opened it was a top-level facility but many German clubs have since caught up and improved their standard in the meantime. The facility forms an enclave in a residential area with high land and property costs, meaning that no expansion is possible. The club has purchased land in another area of the city where a state of the art training facility could be built, but this may affect the bond and closeness that currently exists between all the departments located within the current hub. Despite the restricted space, which may appear to be a disadvantage, FC Bayern München has managed to turn this into an advantage by creating a togetherness and homely feel for players.



Thomas Müller

TECHNICAL APPROACH

Focus of age groups, goals and the role of coach

From the start of the 2011/12 season, in addition to the second team, eleven youth teams have been playing in the south regional district. The youth teams are supervised by 26 trainers from the FC Bayern Junior Team. All the teams, from the D juniors, which play for the FC Bayern Junior Team, follow a single system that can be simplified as a 4-4-2 formation. The oldest players and the strongest squad (A-and B-juniors) train up to six times a week.

The academy structure comprises age groups ranging from U8 to U23. The players in the youth teams are separated by their year of birth but it is possible for a child to play in a higher age group if he has the required ability. Six of the 11 youth teams regularly play against opponents who are two years older. This makes even greater demands on them, both physically and psychologically. The teams and their opponents are as follows:

A1 Team:	South Regional League (ages 17-19)
B1 Team:	South Bavarian League (ages 15-16)
B2 Team (ages 15-16):	County League A Teams (ages 17-18)
C1 Team (age 14):	County League B Teams (ages 15-16)
C2 Team (age 13):	District League C1 Teams (age 14)
D1 Team (age 12):	County League C Teams (ages 13-14)
D2 Team (age 11):	County League D Teams (ages 12-13)
E1 Team (age 10):	E1 Teams (age 10)
E2 Team (age 9):	E1 Teams (age 10)
F1 & F2 Teams:	F1 & F2 Teams (ages 7-8)

Players must be able to commute to training easily. This is seen as a test of strength and desire. If a player has to do a 100 km round trip every day to come to training it will highlight his level of commitment and bodes well for his future development. For example, Thomas Müller, a FC Bayern academy graduate and current first team regular, is an example of this dedication; he went through all the age groups at the club from the age of

7 to 10 years (basic sector)

- play 7:7 on smaller fields (smaller goals)
- 3 training sessions per week
- main focus on ball training and co-ordination
- “Copy the street game” – fun, win/defeat, 1:1
- learning the basic football skills
- mainly method: games
- learning the identity, rules and strong emphasis on personality
- Education and learning/development is the most important, no emphasize on results

11 to 15 years (build up - sector)

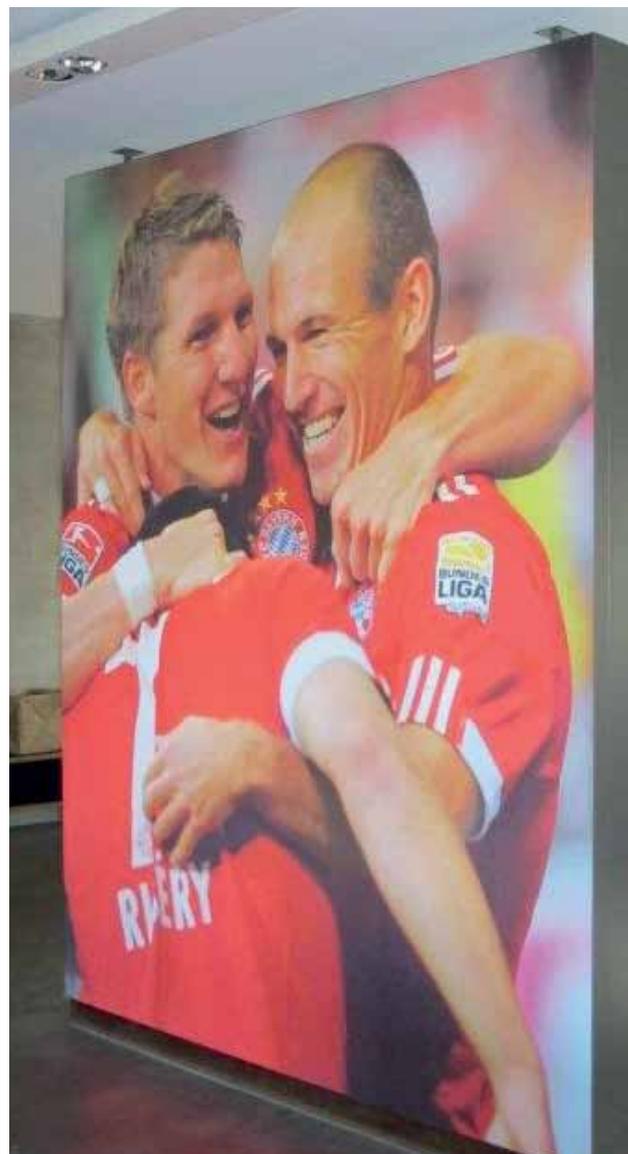
- play 9:9 between boxes (smaller goals) U12/U13
- play 11:11 (normal size pitch, normal goals) U14/U15
- 3 training sessions U12/U13 (plus 2 training sessions at school)
- 4 training sessions U14/U15 (plus 2 training sessions at school)
- main focus on detailed technique skills, individual and group tactics, speed
- small sized games (2:2, 3:3, 4:4 and majority/minority games)
- main focus (method) on individual strength and weaknesses
- improving team building and learning focusing on football AND school
- Education and learning/development is still the main aim but players should also learn the experience of winning and losing

16 to 19 years (performance sector)

- play 11:11
- 6 training sessions
- after the age of 15 each player is trained exclusively for one or two positions
- main focus on position training, group and team tactic, perfecting technique skills and power
- method: larger sized games (7:7, 8:8, 11:11) and individual improvement
- learning to handle with the physical stress and time pressure
- Education and learning/development is still important but results come also come into focus

U23 (transition sector)

- last preparation for the professionals in a professional surrounding
- play in the 4th division of the German league



Bastian Schweinsteiger (on the left) joined FC Bayern München in 1998

ten. The club also runs a grassroots programme jointly with the Bavarian football association and local rivals, TSV Munich 1860.

Coaching and training sessions

FC Bayern München plays an efficient style that is characterized by discipline whereas in defence forceful predictable attacks are in place. Coaches from FC Bayern München Youth teams teach players to play with short passes and keep the ball away from the opponent whenever possible. Players have very specific roles within the team and rarely improvise.

