



UEFA COACH DEVELOPMENT PROGRAMME FOR WOMEN

Guidelines for 2025/26

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Introduction

European women's football has seen strong growth in many areas. Despite this growth, the number of UEFA-licensed female coaches – and consequently, the number of role models for girls playing football – remains rather low. The main goal of the UEFA Coach Development Programme for Women is to increase the number of qualified female coaches and the number of club and national teams coached by women. Since its launch in 2016, it has helped more than 2,000 women gain a coaching licence. Additionally, more than 70% of the coaches who have been mentored in this way have since been promoted.

The UEFA Coach Development Programme for Women has had a significant impact on the development of female coaches in Europe – the number of female coaches with UEFA C, B, A or Pro coaching diplomas rose dramatically to over 25,000 in 2024, representing an increase of more than 75% in just eight years. The programme was part of UEFA's 2019–24 Women's Football Strategy and, given its success, funding will continue for the 2025/26 season, helping national associations to continue to pursue the goal of increasing the number of qualified female coaches in Europe.

The programme supports the accomplishment of this goal in a number of ways:

1. Scholarships for all UEFA diploma courses
2. Technical support for women-only courses and for modules specific to coaching female players
3. Scholarships and technical support for female coach educators
4. Further education workshops led by UEFA technical instructors
5. Technical support and funding for career forums for female coaches
6. Mentoring for women holding core and specialist UEFA A and Pro diplomas

1. Scholarships for all UEFA diploma courses

Application deadline: Before the start of the course and no later than Friday 30 January 2026 for courses starting by 30 June 2026

UEFA is committed to promoting gender equality and fostering a diverse and inclusive culture within football. In line with UEFA's strategic vision for 2030, United for Success, and the 2024–30 UEFA Women's Football Strategy, the UEFA Coaching Convention now includes ambitious, explicit targets designed to ensure greater diversity and representation in the coaching profession, to better serve both women's football and women in football. Under Article 16 of the convention, for example, course organisers must reserve at least 10% of places for female candidates who meet the admission criteria.

To help national associations increase their numbers of qualified female coaches, UEFA has decided to grant scholarships to help selected coaches fund their UEFA diploma studies.

To be eligible for these scholarships, coaches must:

- hold the required licence, as specified in the UEFA Coaching Convention;
- have the required coaching experience, as set out in the UEFA Coaching Convention;
- prove that during the course they will have access to a team of the required level with which to complete their practical coaching assignments;
- sign the application form, which also serves as an agreement with UEFA whereby the applicant pledges to complete the course and **coach for at least one full season** as a UEFA licence holder in one of UEFA's 55 member associations.

To put a coach forward for a scholarship, their national association must:

- send UEFA a completed scholarship application form;
- sign the application form, which also serves as an agreement with UEFA.

UEFA will review all applications and grant scholarships to the most promising coaches. The amount awarded will vary from country to country, up to a maximum of 90% of the course costs or €12,000.

In addition to applying for a scholarship, **UEFA Pro diploma students** can apply for up to four hours per month of **online mentoring** during the course. For this support to be effective, applicants should be fluent in English or indicate to UEFA the languages in which they are fluent, in case mentoring opportunities are also available in those languages.

2. Technical support for women-only courses and for modules specific to coaching female players

Application deadline: Before the start of the course and no later than Friday 30 January 2026 for courses starting by 30 June 2026

National associations can ask for help organising UEFA coaching diploma courses that are tailored to female coaches or delivering modules about the specificities of coaching female players (see **Framework for Coaching Female Players**).

Women-only courses are highly recommended for UEFA C and B diplomas in national associations that have no or very few female coaches with a UEFA licence.

A course should have between 8 and 20 participants. Targeting current and former top-flight or national team players is one way of attracting this number of capable and committed coaches. For example, current national team players could attend a UEFA coaching course held during the periods when the national team meets for international duty.

UEFA may task one of its **technical instructors** with helping to design and deliver a women-only coaching course or delivering a module on-site. They would organise a preliminary site visit or online meeting and may be present for the final assessment.

UEFA technical instructors perform this role in close cooperation with the national association's technical director/head of coach education.

Site visit/online meeting

A site visit or an online meeting will be organised around two months before the course or module starts, as an opportunity for the UEFA technical instructor to meet the national association's technical director/head of coach education and agree on:

- the subjects to be covered and, where relevant, the use of tournament matches;
- the exact content and schedule (including dates) of the course or module.

A draft programme must be sent to UEFA for approval. UEFA will decide whether to approve the programme within two weeks of the site visit or online meeting.

Course or module

The UEFA technical instructor is responsible for running the course or module in cooperation with the national association's technical department. Individual sessions will be delivered jointly by the UEFA technical instructor and educators from the national association. National association educators and experts should use this opportunity to upskill themselves so that they are able to deliver similar content independently in future.

Final assessment

The UEFA technical instructor may attend the final assessment and submit an evaluation of each participant to UEFA. As part of this process, the UEFA technical instructor interviews each participant, evaluating her

profile and discussing her future as a coach. For example, is she coaching a team at a suitable level? If not, how can the national association help her find a suitable coaching position so that she can gain experience?

a) Role of the national association

- Designate someone with overall responsibility for the organisation and logistics of the course or module, who will be the contact person for the UEFA technical instructor and UEFA administration.
- Ensure that the minimum criteria for UEFA diploma courses are respected, as stipulated in the UEFA Coaching Convention.
- Prepare a draft programme and schedule for the course or module for the technical director/head of coach education and the UEFA technical instructor to discuss during the site visit or online meeting.
- Make the technical director/head of coach education available to give presentations and take part in practical sessions during the course or module.
- If necessary, provide an interpreter with very good knowledge of football to ensure that the participants understand the UEFA technical instructor.
- Once the course has finished, provide the UEFA technical instructor with the participants' UEFA licence numbers along with information on where they are or will be coaching.
- Appoint one or more instructors to act as mentors for the participants for one year following the course. Ideally, at least one mentor should be female.
 - At the end of the course, each coach and her mentor will create a training plan for the coach's team.
 - The coach will keep a logbook of her team's training sessions and matches.
 - In the middle of the season, the coach and her mentor will meet face to face or by videoconference to review the logbook and discuss progress.
 - At the end of the season, the coach and her mentor will meet face to face or by videoconference to review the past season and plan for the next one.
- Publish an article about the women-only course or module specific to coaching female players on the association's website.

b) Role of UEFA

- Approve the list of participants for the UEFA diploma course or module.
- Task one of its technical instructors with running the course or module.
- Approve the draft programme agreed by the UEFA technical instructor and the national association's technical director/head of coach education.
- Cover the technical instructor's travel and accommodation costs and pay the technical instructor a daily allowance.
- Review the technical instructor's final report and, if necessary, implement follow-up measures.

3. Scholarships and technical support for female coach educators

Application deadline: Before the start of the course and no later than Friday 30 January 2026 for courses starting by 30 June 2026

In an effort to increase the number of female coach educators and role models, UEFA grants scholarships to help selected female coaches train to become coach educators. If requested, UEFA can also appoint technical instructors to help design and deliver women-only coach educator courses.

4. Further education workshops

Application deadline: Before the start of the workshop and no later than Friday 30 January 2026 for workshops held by 30 June 2026

National associations can request the help and input of a UEFA technical instructor when organising further education workshops for coaches and coach educators active in women's football. Each workshop should have a minimum of 8 and a maximum of 24 participants.

UEFA technical instructor can lead:

- workshops for female coaches;
- workshops for female and male coaches active in the country's women's and girls' leagues;
- workshops for female coach educators;
- other workshops linked to the technical development of women's football.

a) Role of the national association

- Designate someone with overall responsibility for the organisation and logistics of the workshop, who will be the contact person for the UEFA technical instructor and UEFA administration.
- Send UEFA a list of workshop participants using the UEFA template.
- Agree on a draft programme for the workshop with the UEFA technical instructor and submit it to UEFA.
- Agree on the input to be provided by the UEFA technical instructor.
- Ensure that the technical director/head of coach education and other coach educators are available to help deliver the workshop. National association educators and experts should use this opportunity to upskill themselves so that they are able to deliver similar workshops independently in future.
- Organise and pay for full-board accommodation and local transport for the UEFA technical instructor.

b) Role of UEFA

- Approve the list of participants.
- Approve the draft programme.
- Cover the UEFA technical instructor's travel costs and pay the technical instructor a daily allowance.
- Review the technical instructor's final report and, if necessary, implement follow-up measures.

5. Female coach career forums

Application deadline: Three months before the career forum and no later than Friday 30 January 2026 for career forums held by 30 June 2026

National associations can request the input of a UEFA technical instructor and financial support from UEFA when organising career forums to help promising female **UEFA Youth B, Elite Youth A, Fitness A, Futsal A, Goalkeeper A, A or Pro diploma holders** expand their network and connect with the technical and sporting directors of men's professional clubs and their elite youth academies. The aim is not just to create an avenue for women to work in men's football and benefit from the development and career opportunities it provides, but also to enable technical directors working in men's football to increase their talent pool and network of potential candidates when hiring technical staff.

a) Role of the national association

- Designate someone with overall responsibility for the organisation and logistics of the career forum, who will be the contact person for the UEFA technical instructor and UEFA administration.
- Identify potential career forum participants, namely:
 - aspiring female coaches who are open to careers in men's football;
 - managers and decision-makers in the men's game (e.g. technical directors, sporting directors, heads of elite youth academies) who are open to hiring promising female coaches
- Agree on a draft programme with UEFA.
- Organise a pre-forum workshop for the participating coaches.
- Organise the career forum.
- Arrange full-board accommodation and local transport for the UEFA technical instructor.
- Provide full-board accommodation for the participants if the forum lasts more than one day.
- Evaluate the impact of the career forum 6 and 12 months after the event.

b) Role of UEFA

- Approve the list of participants.
- Approve the draft programme.
- Cover the UEFA technical instructor's travel and accommodation costs and pay the technical instructor a daily allowance.
- Contribute to the costs of full-board accommodation for participants if the forum lasts more than one day.
- Review the technical instructor's final report and, if necessary, implement follow-up measures.

6. Coach mentoring

Application period: 1 November 2025 to Friday 30 January 2026

The aim of this initiative is to provide active and promising **UEFA Pro, A, Elite Youth A, Futsal A, Goalkeeper A and Fitness A diploma holders** with an additional opportunity to develop their skills through mentoring by an experienced coach.

To be eligible for mentoring, applicants must:

- be fluent in English;
- hold a valid UEFA Pro, A, Elite Youth A, Futsal A, Goalkeeper A or Fitness A licence;
- hold a UEFA Pro licence OR have completed at least one year's coaching experience after graduating in the following roles depending on the licence they hold:
 - UEFA A, Elite Youth A or Futsal A licence holders: as a head coach at elite youth or senior amateur level or as a head or assistant coach in professional football/futsal,
 - UEFA Goalkeeper A licence holders: as a goalkeeper coach in professional football,
 - UEFA Fitness A licence holders: as a fitness coach in professional football;
- submit a complete application form together with:
 - a short video,
 - confirmation that they have the necessary logistical support,
 - confirmation from the mentee's line manager that they support the process and agree to the time it will take.

After consulting with the mentee and her national association, UEFA will select a domestic or international mentor. The details of the mentor-mentee relationship will be defined by UEFA, the mentor and the mentee to best meet the mentee's needs.

The mentoring will start with a three-day workshop at UEFA in or after June 2026 (exact date to be confirmed). The mentee and her mentor will then have regular one-on-one contact in face-to-face meetings and by videoconference for a period of 18 months.

A midway workshop will be held online on March 2027 (exact date to be confirmed) and a two-day closing workshop on December 2027 (exact date to be confirmed).

Coaches interested in being mentored must be available for the opening, midway and closing workshops and 15 additional days during the period from June 2026 to December 2027.

Mentoring will be available to a small circle of talented coaches. Only one application may be submitted per national association.

Contact

Please contact Sonja Kienzler if you have any questions about the UEFA Coach Development Programme for Women.

Sonja Kienzler
Women Coaches Development Expert
sonja.kienzler@uefa.ch
Office: +41 22 707 26 45
Mobile: +41 79 829 26 45



UEFA
ROUTE DE GENÈVE 46
CH-1260 NYON 2
SWITZERLAND
TELEPHONE: +41 848 00 27 27
TELEFAX: +41 848 01 27 27
UEFA.com UEFA.org

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