



Conference 2025

Finance stream: How can compensation for player development be fair?

10.00-11.30am Wednesday 28 May

Host of workshop: Joshua Price, founder and CEO Goal Assist

The Problem

Many smaller clubs and academies invest in developing young talent but see little return when those players progress. This session will examine whether existing systems such as training compensation and solidarity payments fairly reward that investment, and explore what a more effective and sustainable model might look like.

The Assumptions

- Clubs outside the EFL have no formal route to access structured academy funding or compensation protections, regardless of whether they operate at a professional standard.
- The current tariff-based compensation model does not always reflect the future value a player may generate, which can discourage smaller clubs from long-term investment in youth development.
- There is no automatic solidarity mechanism for domestic transfers in England, meaning that training clubs often miss out on financial benefit when a player moves between English clubs.
- The pathway to regain academy status following relegation from the EFL is unclear and creates a sharp drop-off in recognition and protection for professional National League clubs.
- The financial burden of meeting EPPP requirements can outweigh the return for lower-league clubs, especially when player progression depends on unpredictable milestones or external interest.

Accompanying documents

1. **The EPPP 10-year report and new strategy.** This includes:
 1. How the strategy for the Academy system has evolved from 2012 to what it is now, with a clearer focus on developing the person and the player (**old strategy p5-12, new strategy p43-50**)
 2. Our 'Duty of Care' and how the system leads with Education and equips Academy Players for careers beyond playing football (**p23-28**)
 3. How the Premier League funds the Academy system across the pyramid (**p35-36**)
2. **The Youth Development Rules.** Details Academy Player compensation and the minimum requirements placed on clubs around their Duty of Care:
 1. **Academy Player compensation:** Rules 345-368 (**p95-102**). Provides an overview of training and contingent compensation Rules. Both were increased significantly as part of the EPPP Review in 2022.
 2. **Duty of Care:** Rules 194-237 (**p61-72**). Covers minimum Education provision, personal development and lifeskills, etc. Including requirements in the detail, such as the requirement to provide transition support from players leaving the club. Section S of the Rules (**p156-160**) covers the minimum requirements on clubs around Safeguarding and Mental Health
3. The Union of European Clubs has produced a new guide for compensation for players within a European framework.
4. Fair Game produced a proposal document.

All the documents can be found in [this folder](#).

The Proposed solution

The ideal solution would be a hybrid model that is both fair and simple to implement. It would include a pro rata system of compensation for every game a player appears in across the Premier League, EFL, FA Cup, League Cup, and European competitions. Payments would come from a central pot funded by top-slicing prize money, with rewards weighted by the level of competition and distributed to clubs involved in that player's development.

Additionally, a club development grant could recognise academies delivering strong education, safeguarding, and transition outcomes, reflecting that success should be measured not just by professional contracts, but by the wider impact clubs have on young people.

Agenda

1. Quick introduction
2. Are the assumptions right? What other things need to be taken on board?
3. Does the solution...
 - a. Address the problem
 - b. Tackle the assumptions
4. Can we reach a consensus?
5. What barriers remain?
6. Who has the power to impose the solution?
7. Summary of actions