



GUIDANCE FOR SELECTION THROUGHOUT

THE SINGLE SYSTEM – THE PLAYER PATHWAY

The Single System aims to provide the best possible structured development for young hockey athletes in England in an equitable and transparent manner. However, the review of the Single System in 2013, suggested that selection is inconsistent across the country and that selection processes and decisions are the top two concerns for athletes and parents.

It is recognised that the development of athletic performance is a long term process and dependent on a number of inter-related factors including, sociological, physiological and psychological. Therefore, any selection points in the player pathway must be seen and understood to be a part of an individual's developmental journey and reflective of a point in time in that journey.

This paper aims to provide clarity on current selection procedures across the pathway, detailing (i) selection principles, and (ii) the mechanism for making selections.

Selection Principles

1. The selection process aims to be transparent and merit based.
2. The selection process aims to ensure that those players with the *greatest potential* (to develop and progress through the pathway) are retained.
3. The selection process aims to *avoid* de-selection of high-potential players, rather than select a finite number of 'correct' athletes. In this way, players who excel in one area (but may be weaker / of adequate ability in others) should be retained wherever possible. For example, a player who excels physically, but has moderate skill based ability (and vice versa) should be included if possible.
4. The Single System Online Registration System (SSORS) criteria should be used as *one* source of information. When completing assessment, ratings should be made when (i) the skill or attribute is observed in a game-based context *with* decision making, (ii) there are elements of performing under pressure (e.g., opposed), and (iii) the skill is being performed at pace (if relevant).
5. Other factors that relate to player potential should be considered when making selections. Specifically, emphasis should be placed on (i) the psychological attributes of the player (e.g., grit, determination, ability to learn), and (ii) what the player has previously been provided with / exposed to (e.g., training age, quality and quantity of previous hockey exposure).

Mechanism of Selection

1. Selection should be a group decision between the coaches delivering the training and match programme at a given level and coach(es) from the next level up. Any final decision will lie with the coaches who have worked with the player over the given programme.

JDC Assessment to JAC

- Throughout JDC preparation and competition sessions, the players are observed and assessed to identify players for JAC.
- JDC coaches complete the Talent Identification (TID) information on the Single System Online Registration system for all players in their squad (who are eligible to attend JACs).
- Assessment scores. Selection of players to move up a level should be agreed by a minimum of three coaches and must include the JDC coaches who have worked with the players over the programme. Ideally, this should include the JAC coach for a given age group and gender and be overseen by a person appointed to lead on coaching.



Procedure to select players for the JAC

To select players to attend the JAC programme there are two options:

- An assessment day(s) can be held before the start of the JAC cycle (this can be before or after Christmas) where a number of players attend and are then reduced to the appropriate number for the JAC programme.
- Either of the above is appropriate to select players for the JAC programme. It should be a local decision. Counties with larger player numbers may need to use a combination of both to ensure the correct players are selected.
- JRPC Tier 1 players should return to the next JAC cycle and be included in JAC assessments – they are not automatically given a place in a JAC.
- JDC competition days can be used for returning JRPC Tier 1 players to be assessed for JAC.
- JRPC Tier 2 players can go straight into a JAC squad. U17 Tier 2 players in the NAGS Academy who wish to participate in JAC, in addition to their NAGS Academy commitments, can return directly into a JAC squad, but must commit to the whole programme.

JAC assessment/nomination to JRPC or return to JDC

- Throughout the JAC training and competition sessions, players are observed and assessed to identify players to be nominated for JRPC.
- JAC coaches complete the Talent Identification (TID) information on the Single System Online Registration system (SSORS) for all players in their squad (who are eligible to attend JRPCs).
- JRPC regional coaches also attend JAC competition days (this should be coordinated by the Regional Performance Groups).
- JAC coaches share TID paperwork with JRPC regional coaches and players are observed over the JAC competition days.
- Discussions are held between JAC and JRPC regional coaches to support the nomination of players for JRPCs with any final decisions being with the JAC coaches who have worked with the player throughout the JAC programme.
- Where JRPC coaches do not attend JAC competition days, assessment profiles and player nominations should be agreed by a minimum of three JAC coaches and ideally should be overseen by a person appointed to lead on coaching.
- If a player attends a JAC and is selected to attend JRPC they continue along the pathway. If they are not selected to attend a JRPC, they should return to their club/school to continue their hockey development and also attend a JDC in the same year. Players should contact the relevant JDC/JAC to ensure they are included in the centre. If a player attends a JRPC, they should not attend JDC activity. If a player is invited to attend a JRPC but elects not to attend, they should attend a JDC in the same year in order to be eligible for nomination to JAC.



JRPC Assessment to Tier 1 Competition or return to JAC

- JRPC coaches complete the Talent Identification (TID) information on the Single System Online Registration system for all players in their squad prior to the first JRPC Tier 1 Competition date.
- Selection to Tier 1 competition will be made by the regional Tier 1 head and assistant coaches.
- It is not a requirement to select every player that has attended the JRPC training sessions.
- Players should be selected to play for the Tier 1 squad that they have been training with over the summer. The only exception to this is may be around GK allocation to squads, or where a player is deemed strong enough to play for the 'older' age group. As a general rule, all players should remain in their age group. This will only apply to U15 and U17 players who may be selected for the 'older' age group, i.e. U16 or U18. This is the decision of the regional coach and should also be agreed by England Hockey. NAGS players who have been identified by their International Head Coach to move up, should already have been training with the 'older' squad and should therefore, be selected for this squad, if appropriate.

Selection for the Tier 1 squads should be announced by the regional coach leading the squad. This can be announced in person to players at session 6 or communicated afterwards by email. It should be noted that communication at session 6 reduces the amount of time for administration prior to the first competition day. The process to be used at particular JRPCs will be communicated by the regional/centre contact.

Centre administrators will identify the players who are selected for the Tier one Competition days on the EH Online Registration System by first competition day.

Assessment scores for players selected for the Tier 1 competition days should be completed in time for the matches on the first competition day – regional head coaches should print out the talent ID forms to give to the Tier 2 Head coaches by this date.

U15 squads – 20 players should be selected for each day (including GKs) – this should be split into 2 teams of 10 players (including 1 GK) – the teams should be of equal standard rather than an 'A' team and a 'B' team. Coaches can select a different 20 from the first day to the second day, however it is likely coaches will have a core group of players that will remain the same across both teams. All 10 should be on the bench for each game.

The U15 teams will play 7 aside across half a pitch.

U16, U17 & U18 squads – 18 players should be selected for each day (including GKs) – this can be a different 18 from the first day to the second day, however it is likely that coaches will have a core group of players that will remain the same. All 18 should be on the bench.

All three age groups will play 11 aside on a full pitch.

GKs across all age groups – should be selected based on their performance at the training sessions, Tier 1 competition days and feedback from GK Head coaches throughout the JRPC training sessions.

- Equal pitch time in match play should be implemented by squad coaches/managers
- Players not selected to JRPC Tier 1 Competition will return to the next JAC cycle via the appropriate assessment and will receive online feedback by 14th September through the EH Single System Online Registration System.



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JRPC Assessment to Tier 2 or return to JAC

- Regional coaches will bring their completed Talent ID forms with them on the first competition day. These should be given to the Head coach who will be leading the squad at Tier 2. GK Tier 2 Head coaches will be in attendance to assist with the selection of goalkeepers. These should be printed off from the EH Single System Online Registration System.
- Selection to Tier 2 will be made by the coaching team comprising the regional coaches from the 3 centres and the Tier 2 Head coach for that given age and gender. Any final decisions will be made by the Tier 1 regional coaches who have worked with the player throughout the JRPC programme.
- Players not selected to JRPC Tier 2 will return to the next JAC cycle via the appropriate assessment and will receive online feedback by the end of the second competition day, via the EH Single System Online Registration System.
- Players selected to JRPC Tier 2 but not into National Age Group squads will return to JAC and go automatically into a squad.
- U17 players taking part in NAGS Academy, who wish to participate in JAC in addition to their NAGS Academy commitments, can return directly into a JAC squad but must commit to the whole programme.

Tier 2 assessment to NAGS

NAGS Assessments from HiPAC and Futures Cup

EH Performance Department will inform players who attended a HiPAC whether they are invited to attend an England Assessment by the Friday following the Futures Cup. Letters will be sent out via email to players. Players who are not invited to attend will receive a letter from EH Head Office on the same day.

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