



ENGLAND HOCKEY  
PLAYER PATHWAY

# Selection and Transition in the Player Pathway

**Selection = initial population of squads at the start of a cycle**

**Transition = movement of a player between levels during a cycle**

The following key principles are considered important in the selection and transition process:

- A common set of values and principles will guide the development of young players and all those involved in their progress.
- The Player Pathway recognises the 'ups and downs' of individual development with the flexibility required for long term player development.
- Talent identification will be a transparent process at all levels and will consider a broad range of factors that contribute to potential – not just performance in age group competition.
- All young players will have the same opportunity regardless of financial circumstance.
- Flexibility of player movement between Academy Centres and Performance Centres should be encouraged in order to meet the development and training needs of the player.

## Development Centre selection

Development Centres are run by County Associations in a variety of formats and at various times between July and November.

Players can be nominated by clubs, schools and county via the county administrator.

Contact information for individual county administrators can be found on the EH website [here](#).

## Academy Centre selection

Academy Centres run between September and May, dependent on regional variations, selection will take place prior to the start of the season.

Player selection for Academy Centres is determined by individual County Associations. Details of the selection process can be obtained from the County Administrator. Individual contact details can be found [here](#).

## Transition from Academy Centre to Performance Centre

England Hockey have recommended that to be considered for a place at a Performance Centre players should be able to demonstrate that they are well developed in the following qualities. Ability in



these qualities will suggest that they will gain benefit from the Performance Centre environment and experience an appropriate level of stretch without excessive struggle.

Player is able to:

- Demonstrate the necessary speed of body, mind and/or stick to compete in a fast, dynamic game
- Regularly perform over time in training and competition when needed without injury
- Demonstrate the fundamental physical movement skills to be able to perform increasingly complex hockey specific skills
- Effectively adapt, manage and optimise physical preparation and recovery to meet specific performance needs when away from the training environment
- Demonstrate resourcefulness in managing time and tasks and in balancing hockey life and home life
- Be clear on what they want to do, how to do it, and is prepared to do what it takes
- Demonstrate a range of mental qualities and techniques consistent with elite performance at the required moment
- Demonstrate good self-awareness, realistically reflect on own performance, engage in purposeful practise, and access appropriate support from others to master skills in increasingly challenging training and competition situations

Ability in these qualities does not mean a player is automatically selected for a Performance Centre.

The main entry period for players will be at the **start of the cycle in September**.

#### U15 Squad selection

U15 Selection events for regional Performance Centres will take place in **June**.

Selection events will be run by individual regions.

County Academy Coaches can nominate eligible players (see age group table below) for assessment for Performance Centre by informing the relevant regional Performance Centre Administrator by the published date.

Individual players will be invited to attend a selection event by the regional Performance Centre Administrator.

Selection will be lead by the Performance Centre Head Coach working with the Performance Centre



coaching team and the Academy Centre coaches. The final selection decision will be the responsibility of the Head Coach.

U14s currently at Performance Centre will be expected to attend selection events.

Regional Performance Centre Administrators will inform selected and non selected players **within 10 days of the final event.**

#### U17 Squad selection

Performance Centre Head Coaches will be responsible for selection from:

- U16s at Performance Centre (in current U17 squad)
- U15s at Performance Centre (in current U15 squad)
- Nominations from U15 and U16 Academy Centre

County Academy Coaches can nominate eligible players (see age group table below), who are not currently in Performance Centre, for assessment for Performance Centre by informing the relevant regional Performance Centre Administrator by the published date.

Individual players will be invited to attend Performance Centre sessions by the regional Performance Centre Administrator.

Those players that are de-selected from Performance Centre will be individually informed by the Performance Centre Head Coach. They will provide clear feedback, rationale for the decision and outline future opportunities within the Player Pathway.

Regional Performance Centre Administrators will inform nominated players of selection and non-selection decisions **by end of July.**

Performance Centre Head Coaches will feedback to Academy Coaches about the standard of players nominated to inform future nominations.

#### Ongoing Transition in both age groups



Where an Academy Coach believes that a player is significantly above Academy Centre level they can be nominated for Performance Centre assessment during the Performance Centre cycle.

These transitions are more likely to be:

- at the younger age groups, especially at U14, where players develop quickly and whose suitability for the higher level could change significantly over a few months
- where players came to the game late and were not at the Academy Centre in the previous cycle
- players who narrowly missed out on selection who, through their actions, have then shown the drive and dedication to want to be at the Performance Level and whose standard has consequently shown a marked improvement

County Academy Coaches can nominate eligible players (see age group table below), who are not currently in Performance Centre, for assessment for Performance Centre by informing the relevant regional Performance Centre Administrator.

Individual players will be invited to attend Performance Centre sessions by the regional Performance Centre Administrator.

Selection decisions will be communicated to individual players by the Performance Centre Head Coach. If the player is not selected the Performance Centre Head Coach will provide clear feedback, rationale for the decision and outline future opportunities to remain in the Player Pathway or to develop through club activity if they are no longer eligible to participate in the pathway due to their age.

Performance Centre Head Coaches will inform Regional Performance Centre Administrators of the decision. This can then be confirmed with the individual player.

Performance Centre Head Coaches will feedback to Academy Coaches about standard of players nominated to inform future nominations.

## **Transition from Performance Centre to Academy Centre**

Where the Head Coach has determined that a players development needs would be better met in a less challenging environment the player will be de-selected from Performance Centre.

All such transitions will be carefully considered.



Those players that are de-selected from Performance Centre will be individually informed by the Performance Centre Head Coach. They will provide clear feedback, rationale for the decision and outline future opportunities within the Player Pathway.

Performance Centre Administrators will then confirm any logistical information with the individual player.

Academy Centre Coaches can re-nominate the player through the ongoing transition process at any time.

## **Futures Cup selection**

Futures Cup Coaches and Team Managers will be appointed by the end of January.

Performance Centre coaches within the cluster will collaborate to support selection decisions. Final squad selection will be the responsibility of the Futures Cup Coaches.

Players will be selected from Performance Centres based on performance throughout the season. Moderation of players will take place throughout the Performance Centre competition phase. Match results from the competition phase are not considered as part of selection decisions.

NAGS players using Performance Centre as an additional training environment will not be eligible for selection to Futures Cup.

**Only players who hold a British passport are eligible for Futures Cup selection.**

Performance Centre allocation for Futures Cup squads is as follows:

- Pennine Pumas – Durham, Fylde, Yorks, Manchester and East Midlands
- Mercia Lynx – West Midlands, Reading, South Midlands and Weybridge
- Saxon Tigers – Bury, Caterham, Northwood and Tonbridge
- Wessex Leopards – Bristol, Guildford, Southampton and Taunton

Futures Cup Coaches to inform EH Performance Department of selection decision by the pre-arranged date.

EH will announce squad selection on the England Hockey website and social media platforms on the pre-published date.



## **DISE programme selection**

Each Performance Centre Head Coach will nominate 8 players including goalkeepers, from the eligible age range for the DISE programme. Nominated players will have completed their GCSEs and continuing in full time education in Year 12.

Nominations should be sent to the Junior Talent Development Manager by end of the PC cycle.

England Hockey will invite nominated players to enroll on the DISE programme in a phased process dependent on capacity.

NAGS players are eligible for enrollment on the DISE programme. Training load and participation will be managed on a case by case basis.

## **National Age Group Squads (NAGS) selection – U16 and U18 boys and girls**

NAGS selectors will be present at Futures Cup and the final competition of the DISE programme.

Performance Centre, Futures Cup and DISE Head Coaches will support NAGS selectors with player information relating to possible identification for further assessment.

Players identified at Futures Cup will be invited for further assessment in a NAGS environment in September and October. Players taken forward for assessment will not resume Performance Centre activity until they have:

- Been deselected from NAGS assessment
- Or
- Been selected for NAGS programme but choose to attend Performance Centre as an additional training environment (U16s only)

All players in the NAGS training squad will automatically receive an invitation to attend assessment camps. Year Young players will remain in their respective age group.

U16 and U18 England girls and boys England squads will be announced on the England Hockey website date to be notified.

Further details of the National Age Groups Selection Policy can be found on the website in each age



group section

<http://www.englishockey.co.uk/page.asp?section=1353&sectionTitle=Junior+Performance>.

## **GB Elite Development Programme (GB EDP) / England U21 selection**

The GB EDP is a GB Hockey programme that provides players with the best possible opportunity to achieve their international hockey ambitions. It is funded primarily by UK Sport as part of their National Lottery funded World Class Performance Programme. The objectives of the GB EDP are to:

- Identify and select the most talented future senior internationals with the potential to perform at World's best level.
- Deliver a programme that enables players to maximise the time they spend on tasks that support the development of the skills, physicality and character to become a medal winning Olympian.
- Deliver junior international teams that excel at under-21 and non-under-21 level (European Championships and World Cup, and non-under 21 competition).

As Great Britain do not compete consistently at junior level, the GB EDP has a responsibility for the preparation and delivery of England under-21 teams.

Depending on the age and Home Nation composition of athletes selected to the GB EDP, it may not contain sufficient England under-21 athletes to fully prepare England under-21 teams. Therefore, additional athletes may be selected to the England under-21 squad to ensure there is a pool of England players who are supported and prepared to perform successfully at under-21 level.

A formal assessment phase is conducted in the Autumn each year (normally in September) for current members of the GB EDP and athletes nominated by a Home Nation or GB EDP Head Coach.

A second formal assessment phase will be conducted in February each year and is open to athletes nominated by England National League clubs.

Ad hoc assessment opportunities may be conducted at additional times. Any ad hoc assessment phase will be agreed between the GB Head of Elite Talent Development and the GB EDP Head Coach and will be communicated clearly in advance to any athlete involved as well as those athletes currently involved in GB EDP.

High potential NAGS players may receive opportunities to attend GB EDP or England U21 squad session whilst playing in NAGS if it is thought to be beneficial for their stretch and development.



These players are supported on a case by case basis by the NAGS and the GB EDP Head Coaches/GB Head of Elite Talent Development.

A copy of the GB EDP Selection Criteria is available on request from the GB Head of Elite Talent Development.





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## Date of Birth table

Birth Year	2018-19	2019-20	2020-21	2021-22
2000				
2001				
2002	Under 17			
2003	Under 16	Under 17		
2004	Under 15	Under 16	Under 17	
2005		Under 15	Under 16	Under 17
2006			Under 15	Under 16
2007				Under 15



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