



## Talent Academy Open Trials 2022

### **Talent System Overview**

England Hockey has ambitions to broaden and deepen the talent pool and to do so it is vitally important that we move to a non-linear talent system that creates more opportunities for progression via multiple routes. A fluid system that places the player at the heart is fundamental by recognising that talent develops at different rates and each individual journey is unique. See Appendix 1 for Talent System Structure.

From September 2022 there will be a network of [17 Talent Academies](#) around the country to support high potential players aged 15-18 years. These will be embedded within club environments to provide regular, quality contact time throughout the year alongside appropriate 'stretch' opportunities through adult and junior hockey simultaneously.

We expect around 500 players per gender will be supported in a Talent Academy environment. In this first year, there will be some England Hockey led Talent Academy provision in geographical areas not yet serviced by a club.

### **Talent Academy Open Trials**

- In May 2022 club, schools and county academy coaches will be invited to nominate players for Talent Academy Open Trials.
- Once the nomination window has closed, England Hockey will allocate nominees to a specific Talent Academy based on their existing club membership and home postcode.
- After the initial trials have taken place Talent Academies will continue to assess players from which to select a squad of up to 25 players per gender to attend Talent Academy sessions and represent the academy in Talent Academy competition. Talent Academy squads should be determined by the end of September.

### **Timeline**

Nominations for Talent Academy open trials will open on 20 May 2022 and close at 17:00hrs on 24 June 2022

To nominate a player, coaches must complete a Talent Profiling Form, further information and access to the form can be found [here](#).

### **Open Trial Dates**

Once Open Trials nominees have been allocated to a specific Talent Academy based on current club membership and player postcode, they can expect to receive a formal invite to open trials direct from the Talent Academy. Nominees can expect to receive this formal invitation w/c 11 July 2022\*.

Current Performance Centre players will receive information regarding nominations to Talent Academy trials in due course. Please refer to Q&As below.

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The Talent Academy open trials will take place over the following dates, the academies will communicate to players in their catchment area, advising players of times and dates they will be required to attend. Each academy will also advise players of the on-going assessment process leading to the selection of the group of players who will form the basis of the squad for 2022-23.

Date	Notes
20 & 21 August	
27 & 28 August	
03 & 04 September	Excluding players selected for School Games
10 & 11 September	Excluding players attending England U18 assessment
17 & 18 September	Excluding players attending England U16 assessment

Should trial numbers mean additional days are required the Talent Academy will manage and communicate this independently.

Following trials, any players not taken forward into the Talent Academy will continue their development in their club, school, and if they choose county environments.

### Player and parent queries

**Q: How will I know if I have been nominated and invited to the trial days?**

A: Only players taken forward for trial days will receive a call up letter from the Talent Academy w/c 11 July 2022. This will not coincide with any formal announcements. It is the nominators responsibility to inform a player (and their parent/guardian) that they have been nominated.

**Q: Can a player be nominated multiple times by different people**

A: Yes, a player may be nominated by their club, school and county. We wouldn't expect multiple nominations from the same environment e.g. two separate nominations from coaches at the same school or two coaches from the same club.

**Q: What process are current Performance Centre Players following?**

A: Current PC players will not be allocated to open trials through this process but will be nominated through an internal process led centrally by England Hockey.

**Q: What format will the trials take?**

A: Hockey is a fast past and dynamic invasion game. Over the trial days players can expect to undertake a variety of sessions, to provide coaches with insight into a player's technical, tactical, mental, teamship and physical qualities. For further information please refer to the [Talent System Framework](#).

**Q: Who can nominate players for the Talent Academy open trials?**

A: Any coach who considers they are working with a high potential player in their County Academy Centre, club or school environment, who meets the age criteria, may nominate them. The criteria and process for coaches wishing to nominate can be found in the accompanying document: Talent Academy – 2022 Nominations Guidance Document - Coaches copy.

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**Q: Can a parent, guardian or relation nominate a player?**

A: No, we are seeking nominations from coaches only. Please refer to the nomination process for further information. If you are both a relative, and the primary hockey coach of the player, please contact the England Hockey Talent Partnership Manager ([sion.kitson@englandhockey.co.uk](mailto:sion.kitson@englandhockey.co.uk)) before making a nomination.

**Q: What if I (coach) miss the deadline for nominations?**

A: England Hockey will be pro-active in circulating information through our coaching network, social media channels and the website. We will **not** accept nominations after the deadline.

**Q: Is there a cost to send my son or daughter to the trials?**

A: Talent Academies will inform the cost of the trials in the invitation letter. This will include information about who to contact should the cost be a barrier to a player being able to attend the trial days.

**Q: What if I am invited to trial days but I can't attend due to other commitments?**

A: If you receive an invitation, the information provided will clearly state channels of communication for you to follow. All individual circumstances will be managed on a case-by-case basis

**Q: Will players who attend the trial days be provided with feedback?**

A: Players will receive feedback through the coaching on the day. Players shouldn't expect to receive formal written feedback after the trial days. Players will be encouraged to reflect on the sessions and time will be provided during the training days to allow for this.

**Q: Are parents allowed to watch the trial days?**

A: Parents will be allowed to observe the training days as far as facilities allow. We ask you to respect the protocols of the facilities being used e.g. Dogs are likely not allowed at the venue. Any specific information will be shared in the invitation letters.

**Q: Players attending boarding school?**

A: The initial allocation of players to a Talent Academy will be based on the current club membership and home postcode as supplied by the nominating coach. The invitation letter will advise players who to contact if they need to have their allocation re-considered on the basis of their term time address.

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