



FIELD HOCKEY CANADA

Junior Women's Program Selection Policy - 2022

The Junior National Field Hockey Program is centred around a group of players from which teams are selected to represent Canada at International Competition and to whom Field Hockey Canada (FHC) provides training, development, competition, coaching and administrative support.

1. Junior National Team Program Goal

To develop athletes and junior national teams capable of winning international matches. The performance of the Junior National Teams and its members enhances the image of the sport, attracts members, provides sponsorship opportunities and inspires athletes within the sport to progress through the targeted athlete pathway.

2. Objective of the Selection Policy

The objective of the selection policy is to outline a clear and fair process on how athletes are identified and selected to the national team.

3. Responsibilities of Field Hockey Canada, Coaches and Athletes.

Field Hockey Canada: to recognize the importance of having a sound team selection policy; the importance of communicating the selection criteria to athletes; and appropriate implementation of the policy.

Coaches: to be aware of the criteria performance to be evaluated and use their expertise and technical knowledge to support Field Hockey Canada in the development of clear and comprehensive team selection policies.

Athletes: to read team selection criteria carefully and immediately request further information from the coaching staff and Field Hockey Canada to ensure they clearly understand the requirements for team selection.

4. Eligibility for Selection

All participants that wish to be considered for selection must:

- a. Be a registered member of Field Hockey Canada in good standing with a provincial branch and a Field Hockey Canada member club;
- b. Not be under suspension or sanction by Field Hockey Canada or Sport Canada for any doping or doping related offence;
- c. Be a Canadian citizen or Permanent Resident;
- d. Commit to sign any applicable Athlete Agreement as required by Field Hockey Canada

5. Talent Identification

Junior National team talent identification and selection is an on-going process. Athletes with potential may be identified in the following manner;

- a. Performance at National Championships
- b. Performance at other domestic competitions (club or school events)
- c. Performance within the Daily Training Environment of the Targeted Athlete Program
- d. Recommendations by High Performance Coaches

- e. Junior National team selection camps and open try-outs

*The junior national coach shall have discretion in determining which athletes will be invited to junior national team try-outs.

6. Overall Responsibility and Procedures for Team Selection

Selection decisions are the responsibility of the junior national coaches, where ultimate authority for selection rests with the junior national head coach. Conducting player assessments for the team selection involves weighing the needs of the team and the perceived relative strengths and weaknesses of the athletes in order to select a team deemed most appropriate to represent Canada.

The player evaluation system considered by the junior national coaches is developed in collaboration with the High Performance director and is used to support the selection process. The player evaluation system can be found in Section 16 of this document. The coaches are free to assign different weightings to the importance of these factors in their decision-making process as they deem appropriate to the goal of fielding the best possible team. In making his/her selection, the junior national head coach, in consultation with assistant coaches, will have a high degree of discretion and flexibility.

7. Team Selection Criteria

In order to be considered for selection, athletes must:

- a. Meet and maintain the fitness requirements as outlined in Section 17 – Fitness Requirement.
- b. Sign and submit the current FHC/Athlete Agreement to the High Performance Manager or Field Hockey Canada designated staff member.
- c. Demonstrate commitment to winning medals at international competitions including Podium finishes at Junior Pan American Games and placement in the top 8 nations at the Junior World Cup Competition.
- d. Demonstrate commitment to the rigors of junior national team training and competition including fitness, training, travel, nutrition and life-style choices, etc.
- e. Exhibit the ability to adapt to new training environments directed by new coaching, support, staff, structures, etc.
- f. Demonstrates a positive attitude toward teammates the junior national team, coaches and the support staff and Field Hockey Canada with the objective of establishing a culture of excellence within the broader team environment.
- g. Comply with the Canadian Centre for Ethics (CCES), Doping Control and Doping Education requirements, and complete course work as required.
- h. Demonstrate commitment to participating in injury reduction and management programs, as well as daily health monitoring.
- i. Consistently perform in international competition at a level that positively impacts the team and supports the achievement of the program's performance goals.

8. Non-Compliance with Selection Criteria

The junior national head coach may remove an athlete from the junior national team at any time if they do not meet the provisions of the selection criteria. In order to remain on the junior national team, athletes must commit to the annual training and competitive programs as regularly outlined by the junior national head coach. In the case of injury, the junior national head coach may require a written injury report from team or personal medical personnel.

9. Appeals

Any athlete disagreeing with selection or non-selection by the junior national head coach can appeal in accordance with FHC's Appeal Policy, provided there are grounds for an appeal. [Refer to FHC Appeals Policy found here](#) .

10. Performance Readiness

Athletes being considered for team selection are to be cleared for training and competition by the FHC IST Team, consisting of IST Lead, Sport Science, on Field Athletic Trainer and with clearance from the athletes personal MD.

11. Alternate Athlete/Substitutions

If one of the final athletes selected to the team is injured and does not receive medical clearance and cannot perform to their maximum, an alternate will be named.

12. Announcements

Fitness Requirements: Field Hockey Canada will announce the team fitness requirements annually at least 2 weeks prior to the U21/U23 Selection camp. All junior national squad athletes will be notified of the requirements by the junior national head coach.

Team Selection: The announcement of the athletes selected to the team will be made following the assessment period as determined by the junior national head coach. The final roster will be emailed to all athletes and posted to the FHC website.

13. Changes to this Document

Field Hockey Canada reserves the right to make changes to this document if necessary to ensure the selection of the best possible team. Any changes to this document shall promptly be communicated to all Junior National Team Members and posted on the FHC website. Changes would only be made if required due to a typographical error or a lack of clarity in a definition or wording and would not be made to justify selection of different athletes that would have otherwise been selected.

The English language will be used for any discrepancies related to translation.

14. Unforeseen Circumstances

Field Hockey Canada recognizes that in an effort to establish a policy that can be applied in most situations, extenuating circumstances may occur from time to time that FHC could not have foreseen. Field Hockey Canada will assess the extenuating circumstances and in its expert opinion has the sole discretion to determine whether the circumstances submitted to them are to be considered extenuating and to rule on an appropriate course of action.

15. Coach Selection

The Junior National Head Coach will be responsible for the selection of assistant and specialty coaches to ensure our athletes are well prepared to succeed at the highest junior international level.

16. Player Evaluation System

Field Hockey Canada is continuing to fine tune our present player evaluation system to better determine objective player assessments and rankings. The development of this system is on-going and is used by the junior national coaches as a tool to aid in the selection process. The current evaluation system analyzes athletes in 5 categories: technical, tactical, physiology, external

considerations and performance. The following factors will be considered along with any other factors.

Technical and Tactical:

A high standard and consistency in the execution of the basic skills at speed and under pressure. These skills include;

- a) Hitting, pushing, dribbling, tackling, intercepting, receiving, possessing, aerial, marking, leading, eliminating and goal scoring.
- b) Appropriate selection, decision-making and application of general and position specific technical skills in the context of the game.
- c) Specific set play skills (APC injector, stick stop, hitter or drag flicker, defensive post player, etc)
- d) Ability to understand tactical structures and “read” and respond to game situations.
- e) Ability to make correct decisions under pressure following tactical principles.
- f) Understanding of individual, positional and team tactics.
- g) The ability to play in more than one position

Physiology:

- h) Aerobic and anaerobic fitness
- i) Ability to demonstrate power and quickness
- j) Agility
- k) Level of flexibility that allows for performance of advanced technique

External Considerations:

- l) Leadership
- m) Experience
- n) Specialty
- o) Potential
- p) Commitment (team and training schedule)
- q) Program focus/requirements

Performance:

- r) In international competitions and games
- s) In domestic training and competition

17. Fitness Requirements

The following are the fitness and testing targets for the Women’s Junior National Team. These targets are subject to change and are updated regularly based on the changing demands of the junior international game.

Athletes that are unable to reach the baseline target remain eligible for selection based on technical/tactical criteria, however will be expected to complete additional physical training to prepare them to meet the demands of the international game and must show progress toward targets as prescribed by the Junior National Coach in consultation with any support staff.

Field Players:

Bronco Test – Aerobic Capacity

- a) Competition Target level: <5:00minutes
- b) Baseline Target level: <5:20 minutes

Repeat Sprint Ability (RSA) Test – Speed Endurance

- a) Competition Target level: >750m
- b) Baseline Target level: >650m

40m Sprint Test – Speed

- a) Competition Target level: <5.7seconds
- b) Baseline Target level: <6.1 seconds

Goalkeepers:

Bronco Test – Aerobic Capacity

- a) Competition Target level: <6:00minutes
- b) Baseline Target level: <6:30 minutes

Up-Down Repeat Sprint Ability (RSA) Test – Speed Endurance with ability to get up

- a) Competition Target level: TBC
- b) Baseline Target level: TBC

T-Drill Test – Agility

- a) Competition Target level: TBC
- b) Baseline Target level: TBC

*GK Specific standards are in progress and will be provided upon confirmation of appropriate reference data.