



Scottish Hockey are holding open assessment days for young players, who are not currently involved in Brave Academy activity, to allow them to be considered for National Squad selection. We are inviting nominations from coaches for players who they believe have what it takes to be part of the Talent Pathway at International level, but who weren't identified as part of the initial Brave Academy intake. Invited players will be asked to attend a Nomination Training Day in December 2021 for observation and assessment by Talent Pathway coaches.

### **Why are we holding Nomination Training Days?**

Over the past 18 months, we have been reconsidering our approach to Talent Development as part of a wider review of what it takes to be successful at the very highest levels of international hockey; this includes considering how we best identify, develop and support talented players, as well the structures we need to put in place to do this.

As part of this approach, we want provide as many entry points to the Talent Pathway as possible - therefore, we will hold open Nomination Training Days later this year for players that wish to be considered for selection for the National Squads, but who were not selected for the initial Brave Academy programme.

### **How can a player be nominated?**

Only those nominated via this process will be eligible to attend the Nomination Training Days. Please complete one form per player, and ensure all sections are fully filled out. **Nominations must come from somebody who coaches the player.**

**Please note** - players currently involved in Brave Academy activity **will not be considered** for Nomination Training Days.

### **Who should be nominated?**

While we are moving away from strict age bandings to Talent Pathway Stages, age is still naturally a factor that we take into consideration, so at this stage, this process will only be open to players born in 2004, 2005, 2006 & 2007 so that we ensure those whose potential identification has been most directly affected by COVID.

Nominations should be used for players who you feel are capable of thriving in an international pathway environment, but have been unable to be considered for previous pathway activity for reasons such as;

- they are a multi-sport athlete with a number of demands on their time
- they have a low training age compared to their peers but are already out-performing them
- geographical considerations, including relocation or change in eligibility

Nomination Training Days and the National Squad programmes are supportive - yet challenging - environments. When nominating a player, you need to be confident that they will thrive in such environments.

While future potential is an important consideration, it is important to know that there are only around 25 player places in each National Squad, so players must also be consistent performers, who are able to hold their own with the most capable of their peers.

Players should therefore not be nominated for this process for 'experience', or simply to satisfy the player's, or their parents, demands. Nominated players be capable of thriving in an international pathway environment, but who you believe has not yet had the opportunity to demonstrate their abilities via Talent Pathway activity.

For some players, this may be the first contact they have had with the Talent Pathway and we are committed to making sure it is as positive an experience as possible. As part of that, it is equally important that nominated players are both capable of playing at an appropriate level, and understand the process fully, so please read this document closely before proceeding with any nominations, and ensure you discuss this with the player. Following nominations, Talent Pathway coaches may contact you to explore an individual player's suitability further before issuing an invite.

### **How do I nominate someone?**

You can access the nomination form at the link provided below, and it should take around 10 minutes to complete. You will need to provide the following information:

- Your email address and contact number
- Your coaching links to this player, and where you coach
- Player's full name and address
- Email addresses for both the player and their parent(s)/guardian(s)
- Contact number for their parent(s)/guardian(s)
- Player's School
- Player's Club
- Strengths/areas for development linked to BRAVE characteristics and key performance areas
- Age the player started playing hockey
- Why you think the player should be considered, including strengths and areas for development, as well as a brief playing history\* (\*this should simply detail what different teams/levels they currently play at, and have previously played at - please do not list tournaments participated in or trophies won, etc)

### **What are the details of the Nomination Training Days?**

Nomination Training Days will take place as follows:

#### **Boys (2004–2007 birthdays)**

Sunday November 28th  
Forthbank - Stirling

#### **Girls (2004–2007 birthdays)**

Saturday December 4th  
Forthbank - Stirling

This nomination process opens on Tuesday 26th October 2021 **and closes at 5pm on Friday November 12th 2021**. Invited players will be contacted with confirmation of exact timings and details of their session by 5pm on November 19th 2021.

Players who are selected to progress beyond the Nomination Training Day will be invited to a further observation day on December 11th alongside existing Brave Academy players, as part of National Squad selection, and will receive full details for that sessions appropriate.

Please be aware that players attending a Nomination Training Day may not be taken forward for further observation; decisions will be at the discretion of the Talent Stage Leads and the Talent Pathway Lead.

[Link to nomination form](#)

### **Q&A**

#### **Q: How will I know if I have been nominated to attend the Nomination Training Days?**

A: Players will receive an official invite from Scottish Hockey by 19th November 2021; however we would expect that coaches who nominate a player would do so having discussed it with the player and/or their parents first.

#### **Q: Can a player be nominated more than once?**

A: Yes, a player may be nominated by their club and school for instance. However, clubs and schools should aim to co-ordinate their nominations where possible.

#### **Q: What will the Nomination Training Day involve?**

A: Over the course of the Training Day, players will participate in a variety of sessions that are designed to replicate some elements of an international camp, in order to allow coaches to gain an understanding of each player's technical, tactical, mental and physical qualities.

#### **Q: Who can nominate players?**

A: Any coach who feels they are working with a high-potential player who they believe has not yet had the opportunity to demonstrate their capabilities.

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

A: No, all nominations must come from the player's coaches. If you are related to the player and also their main coach, we ask you to provide a 'seconder' who also coaches the player when making a nomination.

#### **Q: What if the deadline for nominations is missed?**

A: Details of the nomination process to all relevant club, school & District contacts, on social media and on our website, and there will be an extended application window. Nominations will **not** be accepted after the deadline.

**Q: Is there a cost to attend the trials?**

A: Yes, the cost for each player is £25. Full details will follow in the invitation email to be sent out by 19th November. Scottish Hockey remains committed to ensuring cost is not a barrier to participation, and support is available for individuals who may struggle to meet the costs involved. To discuss further, please contact the Talent Pathway Lead on [neil.menzies@scottish-hockey.org.uk](mailto:neil.menzies@scottish-hockey.org.uk)

**Q: What if I am invited to the Training Day but can't attend due to other commitments?**

A: If you receive an invitation but cannot attend, please the Talent Pathway Lead on [neil.menzies@scottish-hockey.org.uk](mailto:neil.menzies@scottish-hockey.org.uk). Individual circumstances will be considered on a case-by-case basis.

**Q: Will players who attend the training 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 Training Day, but instead adopt reflective practice, further guidance for which will be provided during the sessions

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

A: Parents will be allowed to observe in line with the latest COVID-19 guidelines and at the discretion of the facility operator; we ask you to respect any guidance which may be in place. Information will be provided as part of the invite.

**Q: What happens if the Training Day is cancelled due to COVID-19?**

A: If changes to COVID guidelines require us to cancel or postpone any of the trials, we will contact players and parents with more information, including refunds if the sessions are cancelled. All sessions will be run in accordance with the COVID guidelines Scottish Hockey has agreed with the Scottish Government.