



**ENGLAND
HOCKEY**

TALENT DEVELOPMENT
A NEW WAY FORWARD



**TALENT
ACADEMY**

TALENT ACADEMIES

FAQs: November 2022



UPDATED TA FAQs

November 2022



1. What is a Talent Academy?

Talent Academies are exceptional talent development environments that deliver year-round provision to the highest potential u15 – u18-year-old players. There are 21 Talent Academies (17 licensed host clubs and 4 overseen by EH) operating across the country for the 2022-23 season and we estimate that the current talent pool will yield approximately 500 players per gender requiring the intensity and commitment of a Talent Academy.



Talent Academies will provide opportunities for players to access high-quality coaching, training and wider athlete education through a combination of dedicated sessions and integration with other activity. Every Talent Academy has a squad of players selected through a robust process based on the England Hockey [Complete Player Profile](#).

2. Why are Talent Academies catering for fewer players?

Talent Academies are intended for fewer players than previously attended Performance Centres. This doesn't mean there will be fewer opportunities for players; the Talent Academy commitment is significant and some players previously attending Performance Centres were not ready for this step up. Their needs will be well catered for in more local environments, particularly those at the Talent Foundations stage.

We expect over time, through outreach programmes and more inclusive environments throughout hockey, that Talent Academies will draw players from a more diverse group. There are many strands to creating a more diverse talent pool, but it starts with culture and ensuring every environment is inclusive and welcoming to people from many different backgrounds and aware of individual needs. The Talent Strategy includes a number of specific tactics, as previously highlighted, to stimulate the development of a more diverse talent pool, but the greatest impact will be by each club, school and Hockey Association considering what it can do to make a difference.

3. How were players selected to join a Talent Academy for the 2022-23 season?

For the 2022-23 season there were two routes from which players were selected to a Talent Academy. Firstly, players from club, school and/or Junior County Hockey environments who were entering school years 10-13 from September 2022 could be nominated by their coach via an open nomination process. In addition, all 2021-

22 season final squad Performance Centre (PC) players were invited to access an assessment via their local Talent Academy. *(It should be noted the exception to the age range were players from the PC environment who were entering School Year 9 from September 2022 as England Hockey agreed all PC squad players should be given the opportunity to trial if they wished which includes a small number of year 9s).*

From these two routes and following an assessment phase, approximately 25 boys and 25 girls across the u15 - u18 age range will be invited to access the full Talent Academy programme. *(It should be noted current England Age Group players will access Talent Academy provision in addition to the 25 player squads).*

4. How will players be identified and selected in the future for a Talent Academy?

Those players who were not initially invited to access a Talent Academy or indeed did not trial will be able to access in season opportunities/events where they can be nominated by a club, school or County coach to be observed by their local TA. TAs will communicate details of these opportunities directly with the schools, clubs and County Associations within their catchment area.

Where a player demonstrates the right blend of current performance and future potential they will be invited and integrated into the Talent Academy over time. These events will happen at multiple points during the season to help implement a more fluid and open process regarding selection. England Hockey will provide further information on this process in due course.

Moreover, all players selected for a Talent Academy can continue to play school and club hockey where appropriate. However, it is not expected that Talent Academy players would continue to access Junior County Hockey as this would remove the opportunity for other players to access County provision. Our aspiration is to ensure high potential players access the right environments for their development more often.

5. What happens if a player is not invited into the Talent Academy? Do they automatically go back to County Hockey?

No but it is an option. As the pathway is no longer linear and the new talent system aspires to be more open and dynamic there are no pre-determined environments to return to. Decisions should be made around what is right for each athlete. If the Talent Academy environment at a given time is not appropriate for an individual's needs they should consider which other hockey environments can continue to support their development. For most junior players this will be finding the right blend and balance of school, club and or Junior County Hockey.

Talent Academies should be liaising with their local Junior County Hockey programmes as well as local clubs and schools to support the transition of players between different environments.

6. Can you tell me more about the financing of a Talent Academy?

England Hockey is committed to making sure non-performance barriers such as finance do not hinder a person's ability to access a Talent Academy. To support Talent Academies, England Hockey have developed a set of principles to help ensure they create and deliver a financially sustainable model.

- Talent Academies are 'Not-for-Profit' programmes and any surplus should be re-invested into the Talent Academy or returned to players.
- Talent Academy delivery models create win: win outcomes for both the Talent Academy and the host.
- Player contributions fall within a range set by England Hockey and consider the % contribution against the cost of running the Talent Academy.
- Talent Academy provision is between £6-£8 an hour which is closely aligned to previous Performance Centre provision.
- Player contributions are differentiated and aligned with the different levels of Talent Academy membership identified in the [Talent Academy Framework](#).
- Talent Academies will provide discounted places to reduce socio-economic barriers for those who require financial assistance.

For more information on Talent Academies please visit:
[Talent Development](#) | [Talent Academy \(englandhockey.co.uk\)](#).