

# WAIS Hockey Athlete Selection Guidelines, Criteria and Process

Approved by: Performance Team Director - National Programs

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## 1. Background

WAIS caters for the development and support of WA Hockey athletes currently identified in Australian National Squads and/or considered capable of progressing to the highest representative levels of their sport through world-class coaching, training, facilities and support services to improve athlete competitive performance.

There are two types of scholarships available to these identified WA Hockey players

- 1) WAIS Men and Women's Hockey Program scholarships for athletes who spend the majority of the year in the WAIS Daily Training Environment (DTE).
- 2) Individual Athlete Support Program scholarships (WA Connect Grant) for athletes who spend the majority of the year outside the WAIS DTE (inside HAHP).

## 2. Objectives

The goals of WAIS Hockey athlete scholarships are to support enhanced athlete performance with the aim to:

- a) Prepare athletes to transition to the HAHP;
- b) Maximise the WA contribution to Australian podium performances;
- c) Maximise WA representation on National teams at targeted international competitions.

## 3. Scholarship Year

Hockey Men's and Women's Scholarships will commence on **1st February** and conclude on the **31<sup>st</sup> January** each year.

## 4. Selection Eligibility

Any athlete gaining a scholarship will have successfully competed in HWA, HA and/or FIH sanctioned events. An athlete who does not reside in WA but is eligible to represent WA at National Championships may also be selected.

Athletes may be nominated for scholarship consideration using the 2017-2020 Hockey Australia athlete categorisation guidelines (appendix 1.) and additional nominations may be sought from any member of the selection panel for consideration.

Athlete benefits will vary between scholarship categories and the schedule of benefits is defined in the WAIS Athlete Benefits Policy. (*See below Scholarship Classification*).

All athletes must be Australian citizens.

## 5. Selection Process

A Selection Panel consisting of the WAIS Performance Team Director – National Programs (acting as Chairman), National Coach(s) and/or the Pathway Manager of Australian Hockey, and the High Performance Manager from HWA (or representative) will be formed.

The panel will evaluate and rate current and proposed players against the athlete's Competition Performance, Potential to Progress and Champion Values (as defined in the WAIS Athlete Planning, Monitoring and Management Policy) based on feedback from the panel members and additional data from WAIS coaches and service providers where appropriate.

Hockey athletes who will spend a significant time outside the WAIS Daily Training Environment will be considered for an Individual Athlete Support Program (IASP) Scholarship - WACG

Once selected, these names will be sent to the WAIS CEO for approval.

WAIS Men's and Women's Hockey scholarships are not confirmed until the athlete has completed all WAIS administrative requirements.

## **6. Queries on Selection**

All questions concerning any aspect of selection must be in writing and addressed to the WAIS Performance Team Director – National Programs within 14 days following notification.

## **7. Appeal Process**

If an athlete wishes to lodge an appeal about the selection outcome, this appeal is to be submitted in writing to the WAIS Performance Team Director.

Appeals will be reviewed thoroughly by the Selection Panel. The athlete will be advised of the outcome of the appeal in writing by the WAIS Performance Team Director.

In the event that the athlete is unsatisfied with the outcome of an appeal, the appeal can be escalated by the athlete to the WAIS CEO, in writing. In this instance, the Performance Team Director will review the process followed by the selection panel and provide a further recommendation to the WAIS CEO. The WAIS CEO will then review the process followed by the selection panel and the recommendation of the Performance Team Director and notify the athlete of the outcome of the appeal in writing.

## **8. De-selection Process**

*Athlete initiated* - An athlete wishing to withdraw from the Program may do so at any time by informing their WAIS Performance Team Director and/or Coach in writing.

*Coaches initiated* - The WAIS Coach may recommend to the Selection Panel the withdrawal of an athlete's scholarship after a formal review or at any other time deemed necessary, based on the athlete's current and future performance, commitment and potential to achieve the program's objectives.

*WAIS initiated* - An athlete's program scholarship may be suspended or terminated where he or she breaches the WAIS Athlete Agreement.

## 9. Scholarship Classifications

The athletes will be classified into six categories in the WAIS Program. These categories are defined as follows:

Podium Pathway category	Description	Other category	Description
<b>Podium</b>	Athlete who had a medal performance at a world championship (or equivalent) event in the previous 24 months and is considered capable of a medal at the next world championship (or equivalent) event.		
<b>Podium Ready*</b>	Athlete who placed fourth to eighth at the most recent world championship (or equivalent) event and is considered capable of progressing to Podium in the next two years		
<b>Commonwealth Gold **</b>	Athlete who does not fit into the categories above but is considered capable of a gold medal at the 2018 Commonwealth Games.	<b>International</b>	Athlete who does not satisfy any of the <b>Podium Pathway</b> category criteria but has earned selection for the national senior team or squad preparing for the NSOs benchmark event.
<b>Podium Potential***</b>	Athlete who is considered capable of progressing to at least Podium Ready in the next two years.		
<b>Developing</b>	Athlete who is considered capable of progressing to at least Podium Potential in the next two years.		
<b>Emerging</b>	Athlete who is considered capable of progressing to at least Developing in the next two years.		

## 10. WAIS Policies

[WAIS Athlete Benefits Policy](#)

[WAIS Athlete Planning, Monitoring and Management Policy](#)

## **Appendix 1.**

### **2017 - 2020 Hockey Australia Athlete Categorisation**

The HA Athlete Categorisation 2017 – 2020 has been developed to:

- identify the athletes with the greatest potential to contribute to Hockey Australia's International Success
- inform the prioritisation of support to these athletes.
- track their performance over time

Importantly, to be prioritised for support an athlete must demonstrate potential for future success. Past results alone are not considered to be sufficiently acceptable criteria.

In the previous Olympic cycle, historical squad composition was considerate of the fact that HA's SSO partners did not have defined and supported underpinning development programs feeding into the SIS/SAS National Training Centre (NTC) programs. Currently all SSO's have a clearly defined and functional underpinning development program.

These programs address development for athletes in a generalistic sense at an under 18 level. The requirement for the NTC programs to focus on this young cohort of athletes in the current cycle has been reduced, enabling the consideration of NTC programs to explore support of a greater number of athletes at an age and experience level on the fringe of international selection. This change in philosophy will encourage athletes within the 20 – 30 year old age bracket to continue training and preparing for possible National squad selection.

There are two significant shifts (this Olympiad compared to last) under the 2017-2020 -squad composition:

1. The first is a significant expansion of the NDS from 10 to 27 athletes. This shift will
  - a. eliminate the choke point within the HA pathway
  - b. incentivise opportunities for more athletes to be prepared and considered for national squad selection
  - c. ensure that there is appropriate DTE support around a critical mass of athletes to provide a higher quality training and competition environment.
2. The second shift relates to the National Futures Group. This group was first formed in 2007 to address concerns that SSO's did not have the capacity to appropriately identify and support young athletes within the pathway. This concern has been rectified and presents our SSO's the opportunity to take ownership of the next generation of international players at the under 18 age

group, under the strategic leadership of HA.

With the above considered, the HA current national squad constructs are:

<b>Squad</b>	<b>Men</b>	<b>Women</b>
HA High Performance Program	27	27
National Development Squad	27	27
National Junior Squad	27	27
Recognised Future Athletes	27	27

Due to the increase in numbers of the NDS, there is a requirement to reduce the number of athletes categorized under AWE in lower level squads. Thus, athletes who were previously recognized as 'Future Athletes' are no longer submitted for categorization under AWE.

A full breakdown of the new categorization framework can be seen in Figure 1.

**Figure 1: 2017 Hockey Australia Athlete Categorisation Framework**

<b>AWE Athlete Scholarship Categorisation</b>	<b>Hockey Australia Status</b>	<b>Description</b>	<b>HA Selection</b>	<b>Servicing</b>
<b>Podium</b>	<b>National Senior Squad</b>	HA selected member of the National Squad competing at International level in benchmark and/or other International events and capable of maintaining performance at this level	National Selection Panel led by the National Coach, governed by HA National Selection/AOC and ACGA policies and guidelines	Podium and Podium Potential athletes will be on HA Scholarship and/or being supported by HA during targeted phases of training and competition Some podium and podium potential athletes may be within the NTC environment
<b>Podium Potential</b>				
<b>Developing</b>	<b>National Development Squad</b>	HA selected member of the Development Squad capable of reaching Senior squad status within 1-3 years	National Selection Panel led by the National Coach, governed by HA National Selection Policy	Developing athletes predominantly supported through the NTC network with HA support for targeted development and access to the HA Visiting Athlete agreements
	<b>NTC Athlete</b>	NTC athlete with potential to progress to Podium or Podium Potential within the National Senior squad within 1-3 years	NTC Selection criteria, led through HA AWE categorization endorsed by HA through the JMC HA representative	
<b>Emerging</b>	<b>National Junior Squad</b>	Nationally identified athlete targeted for immediate junior international competition. Such competition may include Junior World Cup, Youth Olympic Games, regional tournament competition or targeted test matches. Athletes possess the potential to progress to National Development Squad within 1-3 years and International class athlete status within 4-7 years	National Junior Selection Panel led by the National Junior Coach, governed by HA National Selection Policy	Emerging athletes predominantly serviced and developed through a combination of targeted HA development activities and NTC/SSO support  Emerging athletes will be fully supported through the NTC network
	<b>NTC/State Identified Athlete</b>	NTC/State identified athlete with potential to progress to National Junior squad/Futures within 2 years and Developing International class athlete status 4 years	NTC Selection criteria, led through HA AWE categorization endorsed by HA through the JMC HA representative	
<b>Recognised Future Athlete</b>	<b>State Development Program</b>	Nationally recognised athlete with potential to progress to National Junior squad within 2 years and International class status within 4-7 years	Futures athlete recognition is led by National Junior coach, in collaboration with the SSO talent development staff and the NTC network coaches	Recognised Future Athletes will be developed and supported through SSO 'Emerging Talent Programs' or similar, and not categorized under AWE