



Field Hockey Canada

National Team Selection Policy

2018 Youth Olympic Games

1. INTRODUCTION

The International Olympic Committee's Qualification System Principles dictate that participation shall be limited to one women's and one men's team per country across the following team sports football, handball, field hockey and rugby. The Canadian Olympic Committee has allocated these team sport quota places to Men's Field Hockey and Women's Rugby. This quota allocation is subject to earning the berth via the International Hockey Federation (FIH) qualification process.

1.1 National Team Program Goal

To develop athletes and a national program capable of sustained international success. The performance of the National Teams and its members enhances the image of the sport, attracts members, provides sponsorship opportunities and inspires athletes within the sport to progress within the competitive system.

1.2 Objective of the Selection Policy

The objective of the selection policy is to outline a clear and fair process on how the Youth Olympic Games Squad including 9 team athletes and 3 non-travelling reserves are identified and selected to the national team competing at the 2018 Youth Olympic Games.

2. DECISION MAKING AUTHORITY

Field Hockey Canada High Performance Committee (HPC) in conjunction with the Men's National Head Coach, are charged with the responsibility of developing and approving all the team selection policies. The HPC recognizes the importance of having a sound team selection policy; the importance of communicating the selection criteria to athletes; and appropriate implementation of the policy. The HPC and Men's National Head Coach are ultimately responsible for appointing a Head Coach for each of its programs.

National Coaches are aware of performance criteria to be evaluated and use their expertise and technical knowledge to support FHC's HPC in the development of clear and comprehensive team selection policies and its implementation to their programs. The Men's National Head Coach, under guidance from the HPC is ultimately responsible for all support staff appointments to his/her program.

Athletes have the responsibility to read team selection criteria carefully and immediately request further information from the coaching staff and FHC to ensure they clearly understand

the requirements for team selection.

3. INTERNATIONAL FEDERATION CRITERIA (FIH)

Qualification and entry regulations for the 2018 Youth Olympic Games are determined according to criteria published by the FIH. The qualification criteria established by the Pan American Confederations and International Federations can be found in the 2018 Youth Pan American Championships, Qualification System at http://www.panamhockey.org/files/documents/2017/eng/2017-0323-Buenos_Aires_2018-Qualification_System.pdf

In summary, continental qualification to the 2018 Youth Olympic Games can be earned via the gold or silver medal team at the 2018 Youth Pan American Games in Guadalajara, Mexico (March 10-17 2018).

In the event of changes by FIH to the selection and eligibility criteria, Field Hockey Canada is bound by these changes and will inform its members as soon as possible.

4. ELIGIBILITY FOR SELECTION

All participants that wish to be considered for selection must:

- Be a Canadian citizen as per Rule 41 of the Olympic Charter and hold a Canadian passport valid until 6 months post (on or beyond April 18, 2019) the 2018 Youth Olympic Games.
- Be a registered member of Field Hockey Canada, in good standing with a provincial branch and Field Hockey Canada member club.
- Not be under suspension or sanction by Field Hockey Canada or Sport Canada for any doping or doping-related offence.
- Sign and submit the current Athlete Agreement and Waivers as required by Field Hockey Canada to the FHC High Performance Manager.
- Be in compliance with all relevant FHC, FIH, COC and IOC requirements for eligibility.
- Sign and submit the COC athlete agreement and Buenos Aires 2018 Conditions of Participation Form on or before the COC deadline of August 28 2018.
- Must have been born between January 1 2000 and December 31 2003.

5. FHC SELECTION CRITERIA

5.1.1 Athlete Selection Process

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

1. Performance at National Championships
2. Performance at other domestic competitions
3. Recommendations from HP Coaches
4. National team selection camps and open try-outs*

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

Selection decisions are the responsibility for the National Coaches, where ultimate authority for selection rests with the National Youth Head Coach. Conducting player assessments for 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 national coaches to aid in the selection process can be found in *Appendix I*. 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 National Youth Head Coach, in consultation with National Coaches, will have a high degree of discretion and flexibility.

5.1.2 Athlete Selection Criteria

In order to be considered for selection, athletes must:

- Demonstrate factors listed in the 5 categories from the Field Hockey Canada Player Evaluation System (*Appendix I*).
- Meet and maintain the fitness requirements as determined by the National Youth Head Coach (*Appendix II*).
- Demonstrate commitment to winning medals at international competitions and Olympic Games.
- Demonstrate commitment to the rigors of national team training and competition, e.g., travel, fitness, life-style, personal sacrifice, etc.
- Exhibit the ability to adapt to new training environments, e.g., coaches, support staff, etc.
- Show a positive attitude toward teammates, the national team, coaches and support staff and Field Hockey Canada

- Comply with the Canadian Centre for Ethics, Athlete's Whereabouts and Doping control programs.
- Demonstrate commitment to participating in injury reduction and management programs.
- Consistently perform in international competition at a level that impacts the team of reaching its goal of winning medals.

5.2 ALTERNATES & SUBSTITUTIONS

If one of the final 9 athletes selected to the 2018 Youth Olympic team is injured and does not receive medical clearance, i.e., they cannot perform to their maximum, an alternate will be named from the national team. A list of alternates in conjunction with the Youth Olympic Team will be identified by August 28 2018 in accordance with the COC's final team nomination deadline.

5.3 PERFORMANCE READINESS & INJURY

Athletes being considered for team selection are to be cleared for training and competition by the team doctor / trainer/ physiotherapist. The expectation is that and all YOG Team; 9 athletes, 3 non-traveling reserves and extended reserve squad selected be ready to play in any, or all matches of the 2018 Youth Olympic Games.

In the case of an athlete not able to adhere to the fitness requirement/s or fitness assessment/s due to injury and/or illness, the National Youth Head Coach will require an athlete to undergo a medical examination to determine their fitness to participate. The Team-designated doctor / trainer/ physiotherapist will carry out the examination. The following procedure will be adhered to:

- Assess whether the athlete is able to compete in a pending game/series/competition/tour.
- Whether a follow-up course of action (retest or medical examination on a later date) is necessary and/or functional and/or impartial to the athlete and selection process.
- Whether the athlete will be selected or deselected for a specific squad/team/game/series/competition/tour.
- If the athlete passes the medical examination, the National Youth Head Coach (with consultation with the team doctor/ trainer/ physiotherapist) will consider selection in accordance with the selection policy.

If the athlete passes the medical examination, but National Youth Head Coach still has concerns over whether or not the athlete is able to compete to the best of his ability due to the underlying injury or illness, the National Youth Head Coach can require the athlete to undergo a set of pre-determined sports specific performance tests. If the athlete fails the test(s) he will be withdrawn from the squad or team on medical grounds and (if appropriate) the National Youth Head Coach in accordance with the selection policy can nominate a replacement.

If the athlete fails the medical examination and /or series of specific performance tests, the National Youth Head Coach (with consultation with the team doctor/ trainer/ physiotherapist) will consider:

- A retest or medical examination on a later date is necessary and/or functional and/or impartial to the athlete and selection process. The athlete will be highlighted in selection with a star (*) and included into the Squad and/or Team until the later retest or medical examination is completed.
- A later retest or medical examination on a later date is not necessary and/or not functional and/or not impartial to the athlete and selection process. The athlete will be withdrawn from the Squad and/or Team and the Head Coach may (if appropriate) nominate a replacement athlete in accordance with its selection policy.

5.4 REMOVAL OF AN ATHLETE ONCE SELECTED

The National Youth Head Coach may remove an athlete from the national team or squad at any time if they do not meet the provisions of the selection criteria. The National Youth Head Coach will personally contact the athlete and provide a formal feedback. In regards to injuries, the National Youth Head Coach may require a written injury report from team medical personnel. Following nomination to the COC, any such removals are subject to the approval of the COC Team Selection Committee.

5.5 ON SITE DECISION MAKING AUTHORITY

The National Youth Head Coach, in collaboration with his/her support staff has the final decision making authority in regards to team/squad selection and related on ground team performance decisions. FHC and Men's Head Coach is responsible for ensuring that the National Youth Head Coach abides by FHC policies associated with his/her role as a representative of FHC.

6. CONFIRMATION OF ENTRIES

After the final nomination deadline, in exceptional circumstances (- e.g. medical or otherwise) and on a case-by-case basis, the IOC, after consultation with Buenos Aires Youth Olympic Games Organizing Committee (BAYOGOC), the FIH and IOC medical expert (if required), may permit permanent replacement of an athlete by another athlete, as per the Late Athlete Replacement Policy (LARP). The LARP is currently in development by the IOC and BAYOGOC and will be shared at a later date.

7. AMENDMENTS & UNFORESEEN CIRCUMSTANCES

FHC 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.

FHC 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.

8. APPEALS

Any athlete disagreeing with selection or non-selection by the National Youth Head Coach can appeal in accordance with FHC's Appeal Policy, provided there are grounds for an appeal (See section 1.3 of the National Team Handbook). Appeals can also be brought directly to the Sport Dispute Resolution Centre of Canada (SDRCC) on the consent of all parties and at the discretion of SDRCC.

9. GENERAL

9.1 *Internal Nomination Procedures:*

FHC's internal nomination procedures will be published no later than one year in advance of the 2018 Youth Olympic Games, in accordance with the COC's 2018 Team Selection Policy, and will be circulated to FHC athletes, staff members as well as posted on the FHC website.

9.2 *Fitness Requirements*

Field Hockey Canada will announce the 2018 Youth Olympic team fitness requirements by December 1 2017. All national squad athletes will be notified of the requirements and the information will be posted on the National Team page of the FHC website. See *Appendix II* for fitness requirement examples.

9.3 *Team Selection*

The announcement of the athletes, alternates, and support staff to be nominated to the COC for the selection to the 2018 Youth Olympic Games will be made on or before August 28 2018 in accordance with the COC's final team nomination deadline. The final roster will be emailed to all athletes and support staff and posted to the FHC website.

9.4 *National Team Selection Policy and Athlete Assistance Criteria (AAP)*

While both documents hold the same content in areas, they should be referred to independently.

10. COACH & STAFF SELECTION

The Men's National Head Coach will be responsible for the selection of the National Youth Head Coach and his/her assistants and staff to ensure our athletes are well prepared to succeed at the highest international level. In order to be recognized as an official Youth Olympic coach, he or she must be a member in good standing of Coaches of Canada as per the COC Coach Recognition Policy. A selection committee will select the Youth Head Coach, based on the attached criteria (see Appendix III – Job Description: Boy's u18 National Youth Head Coach). The COC deadline for coaches to satisfy this policy is aligned with the August 28 2018 Team Nomination Deadline. The support staff will be selected based on the principle of sending the best specialists that is best capable of assisting athletes in achieving podium performances at the Games. All selections are subject to COC approval. Field Hockey Canada is dedicated to providing all the necessary funds for the staff to compete at 2018 Youth Olympic Games.

11. TIMELINE SUMMARY

FHC 's Selection Pathway for the U18 Youth Olympics	
Dates	Event/s
July 20-25 2017	2017 u18 National Championship
July 26-31 2017	2017 JDS National Camp
December 10 2017	Youth Pan American Championships Team Announcement
March 10-17 2018	Youth Pan American Championships
August 28 2017	2018 Junior Development Squad Announcement
April 30 2018	U18 Youth Olympic Game Squad Announced
July 2018 (Dates TBC)	2018 u18 National Championship
August 2018 (Dates TBC)	2018 U18 National Camp
August 2018 (Dates TBC)	2018 Junior Development Squad National Camp
August 20 2018	U18 Youth Olympic Games Team Announcement
October 6-18 2018	2018 Youth Olympic Games

12. FUNDING

Athletes should recognize that selection to the 2018 Youth Olympic Games Teams does not guarantee that all the necessary funds will be available and therefore they will be assigned a financial responsibility to participate. Detail in regards to this commitment:

- FHC has agreed that a maximum tour Levy of \$1500 will be billed to those athletes selected to travel to YOG. This excludes program levies and camps associated to this program.
- All YOG Team Athletes will be required to pay a deposit of \$1000 by September 1 2018.
- Athletes selected to travel will be required to pay any difference (final tour levy minus their deposit) by October 1 2018. Any Games related expense that occurs at YOG may be levied at a later date.
- In the case that an alternate athlete is selected, he must also comply with all items contained in this document and must ensure that all administrative and financial obligations are fulfilled within 24 hours of notification to the team.
- An invoice will be sent from the FHC Financial office with payment options in accordance with FHC Financial policy.

13. CHANGES TO THIS DOCUMENT

FHC 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 the COC, all 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 than would have otherwise been selected.

Appendix I: 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 used by the national coaches as a tool to aid in the selection process. The current evaluation system analyses athletes in 5 categories: technical, tactical, physiology, external considerations and performance. The following factors will be considered, along with any other factors, which is the sole and absolute discretion of the national team National Youth Head Coach that he/she deems relevant.

1. *Technical*

- A high standard and consistency in the execution of the basic skills at speed and under pressure. These skills include; hitting, pushing, dribbling, tackling, intercepting, receiving, possessing, scooping, marking, leading, eliminating and goal shooting
- Ability to apply skills to the game situation.
- Appropriate selection, decision-making and application of general and position specific skills in the context of the game.
- Specific set play skills (PC hitter or drag flicker, defensive post player, etc).

2. *Tactical*

- Ability to 'read' and respond to game situations.
- Ability to make good decisions under pressure.
- Understanding of individual, positional and team tactics.
- The ability to play in more than one position.

3. *Physiological*

- Aerobic and anaerobic fitness
- Ability to demonstrate power, speed and acceleration.
- Agility.
- Level of flexibility that allows for performance of advanced techniques.
- Ability to sustain the physiological volume and load of an international tournaments.

4. *External Considerations*

- Leadership.
- Experience.
- Specialty.
- Potential.
- Commitment (Team and training schedule).
- Program focus/requirements.

5. *Performance*

- In international competitions and games.
- In domestic training and competition.

Appendix II: Fitness Requirements

To be selected to the National Team, athletes are required to meet and maintain the fitness requirements as determined by the national coach. Fitness requirements will be The following is an example of the fitness requirements. The levels and testing requirements are subject to change.

Achieve a standard level on a Yoyo Test or equivalent test currently being used to determine aerobic endurance.

Standard levels for the Yoyo Test are as follows:

- Standard competition level: 2400 m
- Minimum eligibility level: 2040 m. Goaltenders minimum level: 1360 m
- Athletes may be considered for selection if the minimum eligibility level (2040 m) is achieved, but must reach the standard competition level (2400 m) within a period of time as prescribed by the National Youth Head Coach.
- Additional physiological, psychological, and technical testing could be used, at the coach's discretion, to help develop a more complete profile of the athlete. There will be no minimum standards associated with these tests and they will not explicitly be used to grant or withhold entry into the Senior National or Junior National Team program.

Notwithstanding the above, National Youth Head Coach reserves the right to assess talent that has been identified by any other means.

Appendix III: Boys u18 National Youth Head Coach – Job description

Job Title: National Youth Head Coach
Location: National Training Centres
Contractual Status: February 1 2017 – December 31 2018
Responsible for: Coach the Boy u18 National Team
Accountable to: FHC Men's National Head Coach

ROLE SUMMARY

National Youth Head Coach is required to select and lead the boy's u18 National squad and team in both the daily training environment and competition elements in order to meet the requirements of the National Program aims and objectives as assigned by FHC.

Deliverables

- Provide leadership and management for the boy's u18 program, support staff and athletes.
- Assess, scout, identify and select talent in accordance with the FHC player pathway.
- Lead and deliver planned, high quality on field coaching sessions.
- Create a performance environment for players and instill performance behaviors.
- Provide evidence-based reports on each player.
- Guide technical support during identified training and competition elements.
- Drive the provision of support services to the team, squad and individuals.

KEY TASKS AND RESPONSIBILITIES

- Ensure a safe training and playing environment is maintained at all times.
- Ensure the selection and evaluation from FHC criteria will be applied.
- Support the National Age Group Coach and Programs as requested by the Men's National Head Coach.
- Have a responsibility for young athletes welfare and communicate the performance lifestyle recommendations.
- Be aware and know FHC policies associated with the role as representative of FHC.

KEY PERFORMANCE INDICATORS

- Facilitate athletes progressing through the FHC Performance Pathway.
- Qualify for the 2018 Youth Olympic Games.