



FIELD HOCKEY CANADA
JUNIOR NATIONAL TEAM SELECTION POLICY FOR
JUNIOR PAN AMERICAN GAMES 2025

Updated January 2025

1. INTRODUCTION

The National Field Hockey Team is a group of players that represent Canada at international competition and to whom Field Hockey Canada (FHC) provides training, competition, coaching, and administrative support.

1.1 Purpose of the Selection Policy

The purpose of this document is to set out the process and criteria that will be used by FHC to select the following teams for international competition in 2025:

2025 Asuncion Junior Pan American Games

The process and criteria select 16 female and 16 male athletes and 4 support staff for the 2025 for Junior Pan American Games.

1.2 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 Junior national team squad and from that, selected to compete at the 2025 Junior Pan American Games.

1.3 Performance Objective

The 2025 Junior Pan American Games will provide valuable multi-sport games experience for 2028, 2032 and 2036 Olympic hopefuls and alternates.

The Internal Nomination Procedures have been developed with the objective of selecting a team/athletes to align with the following:

Select those committed to and capable of, winning an Olympic medal at a future Olympic Games

The primary objective is to select individuals who have demonstrated the commitment and potential to achieve podium results in future Olympic Games and World Championships. The secondary objective is to provide international competition opportunities for national and national development teams/athletes as part of Field Hockey Canada's high-performance program.



2. DECISION MAKING AUTHORITY

Field Hockey Canada's High-Performance Director or designate are responsible for developing and approving the national team selection policies. They receive input into this from the National Team Head Coaches (Head Coach of WNT and Head Coach of MNT), Jr National Team Head Coaches (Head Coach of JWNT and Head Coach JMNT), and Field Hockey Canada Next Gen Director. The Jr. Head Coaches, in conjunction with the high-performance coaching staff, will select the final teams for the 2025 Junior Pan American Games using the criteria published in this document. In collaboration and consultation with FHC's High Performance Director, the Jr. National Team Head Coaches can select the team members, pursuant to the selection criteria. The Jr. National Team Head Coach and High-Performance Director will consult and collaborate on support staff for each team to ensure best fit for the team and organization.

Athletes and support staff 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. FHC's identified coaching staff, under the leadership of the Head Coaches and with endorsement by the HPD, will have full decision-making authority on site for all team and game selections.

3. INTERNATIONAL FEDERATION CRITERIA

Qualification and entry regulations for the 2025 Junior Pan American Games are determined according to criteria published by the International Field Hockey Federation (FIH) and can be found on the PANAM sports website. <https://www.panamsports.org/en/documents/>

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 and hold a Canadian passport valid until a minimum of 6 months after the conclusion of the event in question. For the 2025 Junior Pan American Games, this means a passport valid until at least February 23, 2026.
- Be a registered member of Field Hockey Canada, in good standing with a provincial branch and Field Hockey Canada member club.
- Comply in all respects with the Anti-Doping Rules of the FIH, the Canadian Anti-Doping Program (CADP) and the Anti-Doping Rules of any other Anti-Doping Organization that has authority over them and must not be serving a period of ineligibility for an anti-doping rule violation.
- Sign and submit the current Field Hockey athlete agreement and waivers as required by Field Hockey Canada, to the High-Performance Director or designated program staff member. Be a signatory to Abuse Free Sport and comply with the UCCMS.
- Follow all relevant FHC, FIH, IOC or PASO and Canadian Olympic Committee (COC) requirements for eligibility. Sign, submit and comply with the COC athlete agreement and PASO Eligibility Form on or before the COC deadlines listed in the table at the end of the document and noting all may be subject to



change. Where the athlete is under the age of 19 years, the parent or guardian must also sign these agreements.

- Age Criteria: This is a FIH defined U21 tournament. All participants born in 2004 or after will be eligible to participate in this tournament.

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 within the NextGen training environment
2. Performance at other domestic / international competitions
3. Recommendations from High Performance Coaches
4. National team selection camps and open try-outs.

Selection decisions are the responsibility of the national coaches [Jr. National Team Head Coach, National Team Head Coach, Next Gen Director] where the ultimate authority for selection rests with the Jr. Head Coach, with the endorsement of the High-Performance Director. Conducting player assessments for team selection involves weighing the needs of the team and the perceived relative strengths and weaknesses of the athletes to select a team deemed most appropriate to represent Canada. It is understood that in making the selections to create the best possible team, it is possible that the best possible individual athlete may not be selected. 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.

5.1.2 ATHLETE SELECTION CRITERIA

To be considered for selection, athletes must:

- Demonstrate factors listed in the categories from the Field Hockey Canada athlete selection criteria. These are listed in *Appendix I*.
- Demonstrate commitment to winning medals at international competitions, Pan American and Olympic Games
- Demonstrate commitment to the rigors of Jr. National Team training and competition, e.g., travel, fitness, lifestyle, personal sacrifice, etc.
- Exhibit the ability to adapt to new training environments, e.g., coaches, support staff, venues, etc.
- Show a positive attitude toward teammates, the national team, coaches and support staff, and Field Hockey Canada
- Demonstrate commitment to participating in injury reduction and management programs

5.2 ALTERNATIVES AND SUBSTITUTIONS



For the Jr. Pan American Games, a list of 2 non-traveling reserves, and alternates will be identified at the time of the team announcement, June 2025, in accordance with this document. If one of the final 16 athletes selected to the 2025 Jr Pan American Games team is injured and does not receive medical clearance, i.e., they cannot perform to their maximum, an alternative will be named from the identified list of non-traveling reserves and alternatives, with the following timelines:

- Prior to July 15th, athletes from the non-traveling reserve list and alternatives can be named to the Team
- After July 15th, but prior to July 18th, only non-travelling reserves can be named and are subject to COC team selection committee approval
- After July 19th, 2025, only non-travelling reserves can be named and are subject to COC team selection committee approval and a late athlete replacement policy if there is.
- Non-traveling reserves and alternative athletes must adhere to the same conditions for readiness to play as those named athletes.

5.3 PERFORMANCE READINESS AND 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 the named 16 athletes, 2 non-traveling reserves, and extended reserve squad selected, be ready to play in any, or all matches of the 2025 Jr Pan American Games.

In the case of an athlete not available due to injury and or illness, the Jr. Head Coach will require an athlete to undergo a medical examination to determine their readiness to participate. The team-designated doctor / trainer/ physiotherapist will carry out the examination. The following procedure will be adhered to:

- Assess whether the athlete can compete in the 2025 Jr. Pan American Games. 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 the 2025 Jr. Pan American Games
- If the athlete passes the medical examination, the Jr. 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 the Jr. Head Coach still has concerns over whether the athlete can compete to the best of his ability due to the underlying injury or illness, the Jr. 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 Jr. Head Coach in accordance with the selection policy can nominate a replacement.

5.4 REMOVAL OF AN ATHLETE ONCE SELECTED

The Jr. National Head Coach, with the endorsement of the High-Performance Director may remove an athlete from the national team or squad if they do not meet the provisions of this document. The Jr. National Head Coach will personally contact the athlete and provide formal feedback. Regarding injuries, the Jr. National Head Coach may require a written injury report from team medical personnel.

5.5 ON-SITE DECISION-MAKING AUTHORITY



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

6. AMENDMENTS & UNFORESEEN CIRCUMSTANCES

Field Hockey Canada reserves the right to review and modify any selection criteria or decision related to the selection process in the case of rule or policy changes from the FIH or PASO that affect the selection criteria set out in this document. If the selection criteria are modified, Field Hockey Canada will promptly post an announcement on its website announcing the changes. Any changes to this document shall be communicated directly to all affected parties.

In the event of unforeseen circumstances beyond the control of *Field Hockey Canada* that prevents the *Jr Head Coach and HPD* from fairly implementing these Internal Nomination Procedures as written, the *Jr. Head Coach with the endorsement of the HPD* shall have the full discretion to resolve the matter as they see fit, considering factors and circumstances that they deem relevant.

7. APPEALS

Any athlete disagreeing with selection or non-selection by the national head coach can appeal in accordance with Field Hockey Canada's Appeal Policy (<https://fieldhockey.ca/wp-content/uploads/2021/11/FHC-Appeals-Policy-Approved-February-2-2021.pdf>), provided there are grounds for an appeal (refer to Appendices in the FHC Athlete's Handbook <https://www.fieldhockey.ca/wp-content/uploads/2016/10/FHC-Athlete-Handbook-2021-and-Appendices-1.pdf>). Appeals can also be brought directly to the Sport Dispute Resolution Centre of Canada (SDRCC).

8. GENERAL

8.1 INTERNAL NOMINATION PROCEDURE:

FHC's internal nomination procedure will be published no later than 6 months in advance of the 2025 Jr Pan American Games, and will be circulated to the FHC athletes, staff members and posted on the FHC website.

8.2 STAFF SELECTION

The High-Performance Director *in consultation with the Head Coach*, has the responsibility to select the support staff, including team leader, coach(s) for the 2025 Jr. Pan American Games and 2024 Olympic Games. The support staff will be selected based on the principle of sending a team of specialists that is best capable of assisting athletes in achieving podium performances. All selections are subject to COC approval.

The nominated team leaders must satisfy the expectations and requirements of the Canadian Olympic Committee's [Team Leader Position Description](#). The Head Coach and any support coaches must meet the following criteria:

- Be 18 years of Age or older



- Be a Registered Participant in good standing of *Field Hockey Canada*
- Be in compliance with all relevant COC, FIH, and Panam Sports (PASO) requirements for eligibility
- Be a registered or chartered professional coach with the CAC by June 26, 2025
- Have a valid passport that does not expire on or before February 23, 2026.
- Sign, submit, and comply with the COC Support Staff Agreement and Local Organising Committee (LOC) Eligibility form no later than June 26, 2025 Where applicable, comply with the vaccination policies and vaccination requirements of Field Hockey Canada, COC, FIH and Pan Am Sports for Jr. Pan American Games.

8.3 *TEAM SELECTION*

The announcement of the athletes, alternates, and support staff to be nominated to the COC for the selection to 2025 Jr. Pan American Game will be made, in accordance with the COC's final team nomination deadline. Please note that this process is subject to change and will be communicated to athletes at a future date.

2025 Jr Pan American Games

The following process will be followed for 2025 Jr. Pan American Games team announcement:

- The National Jr. Head Coach will notify those athletes not selected to the team of 16 and the 2 non-traveling reserves, prior to the internal announcement taking place. A mutually agreed upon feedback time will be scheduled during the call.
- The National Jr Head Coach will internally announce the 2025 Pan American Games team of 16 and 2 non-traveling reserves and alternates via email in June 2025.
- Field Hockey Canada will publicly announce the Team in July 2025.

8.4 CLOTHING

Athletes named to compete in the 2025 Jr. Pan American Games will be required to comply with the Canadian Olympic Committee dress code.

Athletes named to the 2025 Pan American Games will only be allowed to use equipment that meets with the rules and regulations of the FIH, COC and IOC

9. **TIMELINE SUMMARY**

a. **2025 Junior Pan American Games**



FHC Selection Pathway for Asuncion, 2025 Junior Pan American Games	
Dates	Events
November 2024	INP draft submitted to COC
January 2025	Final INP submitted to COC and published on the website
24 – 27 th March 2025 (M) 27 – 30 th March 2025 (W)	Men’s and Women’s Selection Camp Vancouver (final 25 selected)
May / June 2025	Decentralized Training within FHC Hubs
June 2025	Jr. Pan American Games Team [JWNT and JMNT] Internal Announcement (including alternates and reserves)
July 2025	Centralized Training in combination with Sr. National Training
July 2025	2025 Jr. Pan American Games team public announcement
August 2025	2025 Jr. Pan American Games

10. CHANGES TO THIS DOCUMENT & LANGUAGE

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 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.

11. FUNDING

Field Hockey is an amateur sport. As this is an event supported by the Canadian Olympic Committee, some costs are covered, however not all. As such, there will be a cost associated with this event. The final budget and costs will be shared with all athletes at our earliest opportunity.

12. CONTACT

For any questions related to this INP, please contact FHC’s Manager of Operations, Chan Campbell at ccampbell@fieldhockey.ca



APPENDIX I: SELECTION CRITERIA –FHC NATIONAL TEAM’S

The aim of developing a set of selection criteria is to ensure that the selection process for FHC’S National Teams is as transparent and objective as possible. It is important for players to understand what is required of them to be picked for the National team.

1. PHYSICAL ATTRIBUTES

All players must be in good physical condition to meet the demands of the international play. This means that members of our jr. national hockey squads are expected to maintain physical fitness requirements whether in centralized or decentralized training blocks and whether in or out of competition. The physical attributes that are important for players to fulfil are:

- Aerobic capacity – all players are expected to be able to run as hard as possible for as long as possible. This is to ensure that in time our national side can OFFENSIVELY play at a tempo that is difficult for the opposition to match, but also that DEFENSIVELY we can fulfil our defensive roles without fatigue hindering decision-making.
- Physical strength and explosive power – the ability to dominate your physical space in a game, to develop an explosive change of pace or to hit the ball harder. To meet this physical requirement players are expected to adopt a rigid strength and conditioning programme. Hockey players are said to enjoy a physical contest – this theory MUST be matched by practical implementation of strength and explosive power.
- Speed – This is an essential attribute across all playing lines. Some players are born with raw pace; however, all national players can work hard to maximize their natural speed. Whether it be offensively destroying defences or defensively adding extra cover – pace is crucial to our future national team.

As a Jr. National Team we need to ensure that we are always able to control as many variables as possible within our environment. Every time our team performs against international opposition, we must ensure that physically we are in a state to compete and battle from this point of view. Our unique environment cannot allow for us to carry players who are physically unconditioned. The physical attributes outlined above also play an enormous role in a player’s ability to maintain concentration levels for the duration of a game and to make quality decisions when fatigued. Bad decision making as a result of an inability to deal with physical fatigue must be reduced within our Jr. National Hockey environment. Regular assessments will be conducted through the selection, decentralization and centralization of the Jr. National Teams.

2. TEAM DYNAMICS AND PERSONAL CHARACTERISTICS

How does each player fit within the team environment and how much does the team’s success mean to that person? Players must be encouraged to be individuals; however, our national side must be filled with players who have as their primary goal the success of the team. Our players must be able to cooperate with one another,



staff, organization, and work together toward a common goal without introducing personal behaviours that are disruptive to the team environment. When the team is together the team dynamic needs to be filled with individuals who are cooperative and team oriented.

Individual personality characteristics are also important to selection criteria. Players need to be problem-solvers and not problem definers. They need to cope with adversity - a loss, bad form, injury, personal circumstances, teammates letting them down. They need to bounce back from any tough situations and keep fighting for themselves and the team. Players must have opinions on the game and must be prepared to express these opinions in a positive and productive way but must also be able to put the team's goals ahead of their personal beliefs and opinion. In line with this would be the expectation of players to proactively define the team's core value system, that of FHC as well as to carry it out.

Players must understand the importance of the above criteria.

3. SET PIECE INDISPENSABILITY

Set piece situations are areas within the game that can be “controlled” by a team through consistent practice and preparation as well as having as many players as possible who have mastered set piece skills.

Defensive penalty corner specialists (first wave specialist, brave and tough defenders in this area), offensive penalty corner specialists (pushers, drag flickers etc), players with disguised hits outside the circle, penalty stroke takers. All these are situations that can be controlled by players with specific skills.

Team selection must be based on selecting players with as many of the above set piece skills. Players selected must be indispensable in one or two of the above areas.

4. SPECIAL SKILL/QUALITIES

Do any of our players have that special “something” that make them indispensable to the team? Examples of “special qualities” are, distance aerial thrower, goal scorer, extreme pace, offensive skill that creates regular overload situations.

These kinds of qualities can win or save a game; however, selection will never be based solely on these qualities. Players with “special skills” will still be expected to fulfil the required physical expectations of the team as well as to ensure that he contributes positively toward team dynamics.

5. PAST RECORD/EXPERIENCE

Selection for the Jr. National Team will take into consideration a player past record and performance in major Jr. tournaments, series etc. A player's experience and ability to understand the international hockey environment will be an important selection criterion.



Players past record will be measured against current form and physical conditioned state. No player will be selected on sentiment or to ‘reward’ past services. When it comes to selection the experienced player will not be allowed to become complacent.

6. CURRENT FORM

In the current environment this is difficult to measure because of ‘easy’ league games. Current form is crucial when selecting teams for tournaments and series. In our environment current form is measured through DTE and identified camp or tour performances. This includes performance within the identified time frame in this document and within the following environments: NextGen training environment and / or; other domestic / international competitions and / or; recommendations from High Performance Coaches within the system and/or; National team selection camps and open try-outs. For the purposes of this INP, the period considered for current form and selection is January 2025 through to the internal announcement in June 2025.

7. FLEXIBILITY AND UNDERSTANDING OF THE GAME

Players will be expected to master as many skills as possible to ensure that they can play in almost every position on the field. Coupled with skills flexibility comes the intellectual ability to understand the ‘art’ of the game. Players will be expected to display a sound tactical appreciation of the game that will allow them to think on their feet in pressured game situations. In line with understanding the game comes the ability of players to conduct a game plan and fulfil specific tactical roles. Our national team environment requires players who are skilled, but at the same time mentally disciplined to fulfil small roles that benefit the whole of the team.

8. PLAYER COMBINATIONS

Special consideration will be given to players who show signs of developing unique combinations. In our environment where training together over long periods is difficult, natural player combinations are important for the team’s success.

Additional physiological, psychological, and technical testing will be used, at the high-performance staff (Jr. Head Coach and HPD) 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 Junior National Team program.

*Notwithstanding the above, the Jr. Head Coach, with the endorsement of the High-Performance Director, reserves the right to assess talent that has been identified by any other means.