



ESSEX

BOYS TALENT PATHWAY SELECTION PROCESS AND CRITERIA

- We are looking for players with the attributes and abilities as set out in the Talent Development Frameworks.
- We are looking for players that have potential more than performance in the younger age groups (U10-15)
- Individual stats play a part in selection. At U10-U12 stats make up very little part of the selection process. At U13-U15 stats are taken into consideration for county age group assessments. At U16-18 stats are an important part of the selection process.
- We are looking for the best players in each age group but are also taking into consideration the balance of skill sets (batters, fast bowlers, spinners, wicket keepers) we have in each age group.
- Within an assessment coaches may be aware of players that have shown a high level of talent and they may have already been selected (such as players already selected on the EPP). These players play a part in setting the benchmark or standard within this age group.
- For each player assessment we will have at least a player/coach ratio of 8:1.
- The selection panel is made up of the coaches/assessors that were observing a particular group of players within the session, coaches/assessors that observed across all groups of players within the session, and a talent pathway coach/mentor as an independent assessor.
- Coaches' opinions and judgement on players potential to be a pathway cricketer play a major role in selection. These judgments are composed of experiences and knowledge developed from; playing and coaching the game at a high level and/or experience in coaching within the pathway and knowing what a pathway player looks like and/or a clear understanding of the Talent Pathways objectives.



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- Selection panels will be as diverse as possible, to ensure different opinions and viewpoints.
- We will take into consideration the level of maturation of a player compared to their peers, the month in which they were born, especially within the younger age groups. If the information is available, we will look at training age compared to peers (if someone is just starting out and or doesn't have access to training).
- We do not prioritise any clubs or schools over another, we are looking for the best players with the most potential. Players will be asked to wear clothing without club, school, academy or county logo's on during assessments.
- If any pathway coaches are coaching players that attend the assessments, we will ensure that we use other coaches on the selection panel to make the judgement on those individuals, try to avoid any conflict of interest. This will be overseen by the Talent Pathway manager, Talent Pathway Officer and/or Early Engagement Lead.