

## Preamble

Hockey is a complex, multi-faceted game, with a variable game environment which impacts on performance. Although the type of attributes that affect performance can be defined (as selection criteria), it is impossible to objectively define a set 'standard' for these criteria, relative to successfully performing in a specific event.

Consequently the process of selection requires a selector to subjectively weigh up, assess and define what they believe the standard of an individual player is, against the criteria. This is a subjective decision tempered by the experience and expertise of the selector/s.

Consequently, subjectivity will always remain an unavoidable element of selection. However the processes and procedures outlined in this document aim to help overcome any of the more undesirable elements of subjectivity in selection, such as bias, prejudice or lack of expertise. Many layers of procedure have been identified to ensure that the negative impact of these elements will have been counteracted prior to a final selection decision being made.

## Eligibility

Athletes who are Singapore citizens and athletes who would be eligible to play under the applicable eligibility rules of any national or international competition in which a team selected by the SHF is participating, are eligible to be selected for an SHF squad, team or program

## Definitions

**'Selection'** refers to the process that is undertaken and the procedures that are followed with-in the constraints of the policies outlined in this document, which allow SHF to identify a limited number of individual players, capable of performing to a certain standard, and capable of performing in the team-based environment of hockey.

**'Best'** is often used with respect to selection – for example 'the best player'. Please be aware that in this example the word 'best' is a subjective estimation of the worth of a player, against a set of criteria that relate specifically to hockey. It may also relate to a players ability to undertake or fulfil a specific role in a team environment, or to perform to a specific standard, at a specific hockey event.

**'Selection Event'** refers to any formal hockey event that is observed by a member of the selection panel, which can be utilised for the purpose of making an informed selection decision. Where possible, se-lection events will be identified prior to the commencement of the formal selection process. A selection event will include the relevant local age group competitions, school competitions and academy Games, and may include other events for example – U16 7-a-side events, Snr/U21 9-a-side events, academy training sessions, club fixtures, other games (i.e. against visiting national teams), squad training camps, etc. This list is not definitive but is intended as an example only.

## Selection Objectives

The primary selection objective is to select the best available players. The secondary selection objective is to recognise the potential of athletes to participate at national competition level standard and to assist those athletes to achieve their individual potential at national and international level.

### **High Performance and Athlete Selection Committee**

Final selection shall be determined by the High Performance and Athlete Selection Committee (hereinafter referred to as "the Committee") appointed by the SHF EXCO.

### **Removal of Athletes**

An athlete selected as a member of an SHF national squad or national team participates at the discretion of the Committee and may be removed from the squad or team by written notification forwarded to the athlete

Cause for removal from a national squad or national team may include but is not limited to:

- Performance, attitude or discipline becomes unsatisfactory
- Injury that prevents on going participation (to be verified by a Singapore Sports Council ("SSC") approved physician),
- Violation of athletes' agreement and code of conduct
- Refusal to submit or failure of a drug test
- Violation or charges of violation of any law in any country
- Behaviour that is unbecoming of a representative of Singapore or the SHF
- Failure to participate in scheduled events or competitions without the prior approval of the Committee
- Participating in events or competitions which are not sanctioned by the SHF, Asian Hockey Federation ('AHF') or International Hockey Federation ('FIH')

### **Replacement Policy**

A selected athlete who is removed may be replaced by the Committee

### **Appeals**

If any player wishes to appeal in respect of his failure to be selected for a national team, he (or his parents if he is under the age of 18 years) may submit an appeal in accordance with the SHF Rules Governing Appeals.

### **Contact**

For queries regarding selection and/or filing of appeals please send in writing to:

General Manager  
Singapore Hockey Federation  
57 Anchorvale Road  
#02-08 Seng Kang Sports and Recreation Centre  
Singapore 544964

Telephone: (65) 6312 8367  
Fax: (65) 6686 6513  
Email: gm@singaporehockey.org

SHF is looking for athletes to participate in our **National and Academy Programs** and represent SHF at national and international level competition.

SHF Coaches look for the following general criteria in selecting athletes to a SHF training program, academy or team. Further criteria as specified in the age specific listings below are taken into account in selecting age-group squads and national teams.

**Superior Basic Skill Performance**

The ability to execute skills with speed and efficiency under pressure. The ability to apply, adapt and improvise skills during competition (***see age specific and position specific expectations***).

**Consistent Skill Execution** during training and competition phases.

**Specific Set-Play Skills** (Penalty corner, Circle Free Hit, Overhead skills).

**High level Awareness, Anticipation and Quick Decision Making** in training and competition environments.

**Highly Developed Tactical Awareness and Team Play.**

Especially the ability to apply game plans as directed by SHF Coaches.

**Advanced Athleticism and Fitness**

(Minimum 12.0 for U16, 15.0 for U18 and 17.0 and upwards on the YoYo test for U21 and Senior level players,) flexibility, coordination and agility with and without the ball, power, strength, and speed.

**Strong Character** which ideally includes traits and abilities such as game intelligence, positive attitude, leadership, resilience to setbacks/criticism, versatility, assertiveness, competitive edge, accountability, communication skills and coachability.

**Strong Work Ethic** which ideally includes traits and abilities such as tenacity, self discipline, quick learner, willingness to excel, commitment and dedication (i.e. attending all team/squad practices, meetings and sport science, and meeting fitness program expectation).

### **U16 Defenders:**

Characteristics of a good defender include vision, the ability to communicate effectively, and composure under pressure; they have to display good decision making skills in small and crowded spaces.

Defensive players, have to be able to assess danger and prioritize marking or covering as needed. When attacking they have to be able to limit risky decisions that will likely result in turnovers.

Defenders at this level are expected to consistently execute the following skills at a high standard:

- Ability to distribute the ball at speed in all circumstances
- Sweep Hit (accurate, flat, fast, consistent, deception)
- Hit (accurate, flat, fast, consistent)
- Push Pass (accuracy, snap with deception, fast, consistent, lifted)
- Reverse stick passing
- Aerial . Overhead ability
- Receiving skills: Stationary and Moving under pressure
- Ball control and possession
- Elimination skills in small and crowded spaces
- Winning the Ball back:Tackling (Poke, Lunge, Block, Upright reverse)
- Channeling and Double Defense Skills
- Marking
- Interceptions
- Knowledge of and ability to apply bowl/trough vs diamond formations
- Defensive and offensive decision making in 2v1 and 3v2 situations
- Off ball positioning to provide support with and without team ball possession
- Vision of full field (execute short and long passes, and adapts to attack)
- Defensive positioning on Penalty Corners
- Offensive role on Penalty Corners

### **U16 Midfielders:**

Characteristics of a good midfielder include vision, the ability to communicate effectively to forwards in front of them, and good decision making in small and crowded spaces.

They have to have an awareness of space and options around them in both offense and defense and have to consistently display both offensive and defensive ability.

Midfielders at this level are expected to consistently execute the following skills at a high standard:

- Push Pass – snap and lifted (accurate, fast, consistent, deception)
- Hit (accurate, flat, fast, consistent, deception)
- Sweep Hit (accurate, flat, fast, consistent, deception)
- Reverse passing (lifted, flat, fast)
- Elimination and ball control skills (right and left side of body, lifted dribble, fast)
- Effective ball control with change of speed and direction
- Receiving Skills: Stationary and Moving under pressure
- Tackling (Poke, Lunge, Block, Upright reverse)
- Channeling and double defense skills
- Marking and the ability to prioritize between marking the space (Zonal) and man to man marking

## SINGAPORE HOCKEY FEDERATION

Athlete Selection Procedure & Selection Criteria

Men's National and Age Group Squads, Teams and Programs

- Defensive and offensive decision making in 2v1 and 3v2 situations
- Maintain possession and make good decisions in small spaces under pressure.
- Offensive/ Defensive role on Penalty Corners



### **U16 Forwards:**

Characteristics of a good forward include the ability to recognize, create, and lead into space, good anticipation, and quick reactions.

They must also be able to pressure and channel effectively without getting eliminated and be able to execute on and off the ball at speed.

They must also have an instinct to score goals.

Forwards at this level are expected to consistently execute the following skills at a high standard:

- Push Pass – snap and lifted (accurate, fast, consistent, lifted)
- Hit (accurate, flat, fast, consistent)
- Dribbling, Running with the ball, Elimination Skills at speed
- Goal Scoring (variety of shots)
- High quality first touch and ball control
- Effective ball control with change of speed and direction
- Receiving Skills: Stationary and Moving, open and closed, under pressure
- Ability to create danger in attack with off ball movement and leading (timing and anticipation)
- Channeling, and effective pressure on the ball carrier
- Tackling to dispossess
- Tactical Awareness of Team Offensive concepts (depth, width)
- Offensive decision making in 2v1 and 3v2 situations

### **U16 GK's:**

Characteristics of a good goalkeeper include courage, great reflexes and good hand eye coordination, and speed.

They also have to be able to assess danger and be tactically aware so that they can effectively communicate to players in front of them.

Goalkeepers at this level are expected to consistently execute the following skills at a high standard:

- Shot Blocking: ability to block different types of shots (reverse hit, forehand, flicks, aerial balls)
- Stick and blocker saves
- Controlling and Clearing Rebounds in response to game play
- Kicking (emphasis on accuracy)
- Sliding
- Diving
- Defensive Penalty Corners
- Penalty Stroke Competition performance
- Close play around net
- Positioning and efficient movement around the circle
- Repositioning and response to play
- Decision making and vision

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- Ability to apply team defensive concepts
- General Tactical Awareness (1v1, 2v1, 3v2)
- Communication skills



#### **U18 Defenders:**

Characteristics of a good defender include vision, the ability to communicate effectively, and composure under pressure; they have to display good decision making skills in small and crowded spaces.

Defensive players, have to be able to assess danger and prioritize marking or covering as needed. When attacking they have to be able to limit risky decisions that will likely result in turnovers.

Defenders at this level are expected to consistently execute the following skills at a high standard:

- Ability to distribute the ball with power, accuracy, speed in all circumstances
- Sweep Hit (accurate, flat, fast, consistent, deception)
- Hit (accurate, flat, fast, consistent, reverse)
- Push Pass (accuracy, snap with deception, fast, consistent, lifted)
- Reverse stick passing
- Scoop (with emphasis on appropriate timing and execution)
- Receiving Skills: Stationary and Moving at speed and under pressure
- Ball control and possession
- Elimination skills in small and crowded spaces (lifted)
- Tackling (Poke, Lunge, Block, Upright reverse)
- Ball control and possession
- Channeling and Double Defense Skills
- Marking
- Interceptions
- Knowledge and ability to apply bowl/trough vs diamond formation
- Defensive and offensive decision making in 2v1 and 3v2 situations
- Off ball positioning to provide support with and without team possession
- Vision of full field (executes short and long passes, and adapts to attack)
- Defensive positioning on Penalty Corners
- Offensive role on Penalty Corners

#### **U18 Midfielders:**

Characteristics of a good midfielder include vision, the ability to communicate effectively to forwards in front of them, and good decision making in small and crowded spaces.

They have to have an awareness of space and options around them in both offense and defense and have to consistently display both offensive and defensive ability.

Midfielders at this level are expected to consistently execute the following skills at a high standard:

- Push Pass – snap and lifted (accurate, fast, consistent, deception)
- Hit (accurate, flat, fast, consistent, deception)
- Sweep Hit (accurate, flat, fast, consistent, deception)
- Reverse passing (lifted, flat, fast)
- Elimination and ball control skills (right and left side of body, lifted dribble, fast)
- Effective ball control with change of speed and direction

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- Receiving Skills: Stationary and Moving under pressure
- Tackling (Poke, Lunge, Block, Upright reverse)
- Channeling and double defence skills
- Marking and the ability to prioritize between marking the space and picking up a check
- Defensive and offensive decision making in 1v1, 2v1 and 3v2 situations
- Maintain possession and make good decisions in small spaces under pressure.
- Offensive/ Defensive role on Penalty Corners



#### **U18 Forwards:**

Characteristics of a good forward include the ability to recognize, create, and lead into space, good anticipation, and quick reactions.

They must also be able to pressure and channel effectively without getting eliminated and be able to execute on and off the ball at speed.

They must also have an instinct to score goals.

Forwards at this level are expected to consistently execute the following skills at a high standard:

- Push Pass – snap and lifted (accurate, fast, consistent, lifted)
- Hit (accurate, flat, fast, consistent)
- Dribbling, Running with the ball, Elimination Skills at speed
- Goal Scoring (Deflections/Tips, Forehand, reverse, punch/squeeze, Reverse stick)
- High quality first touch and ball control
- Effective ball control with change of speed and direction
- Effective positioning around the net
- Receiving Skills: Stationary and Moving, open and closed, under pressure
- Ability to create danger in attack with off ball movement, interchange, and leading (timing and anticipation)
- Ability to reposition and support attack
- Channeling, and effective pressure on the ball carrier
- Tackling to dispossess
- Tactical Awareness of Team Offensive concepts (depth, width)
- Offensive decision making in 2v1 and 3v2 situations

#### **U18 GK's:**

Characteristics of a good goalkeeper include courage, great reflexes and good hand eye coordination, and speed.

They also have to be able to assess danger and be tactically aware so that they can effectively communicate to players in front of them.

Goalkeepers at this level are expected to consistently execute the following skills at a high standard:

- Shot Blocking: ability to block different types of shots (reverse hit, forehand, flicks, punch/squeeze, aerial balls)
- Stick and blocker saves
- Controlling, Clearing and Redirecting Rebounds in response to game play
- Kicking (emphasis on accuracy)



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#### Men's National and Age Group Squads, Teams and Programs



- Sliding
- Diving
- Defensive Penalty Corners (standing up and lying down)
- Penalty Stroke Competition performance
- Close play around net
- Positioning and efficient movement around the circle
- Repositioning and response to play
- Decision making and vision
- Ability to apply team defensive concepts
- Ability to adapt to opposition's attack strategy
- General Tactical Awareness (1v1, 2v1, 3v2)
- Communication skills and "Presence"
- Ability to start and enter play part way through the game, and remain consistent



## U21's and Senior Men:

The selection criteria are determined by the High Performance Committee in consultation with the National program where appropriate.

The following criteria will apply in the selection process used by the selectors and coaching personnel appointed by SHF in respect to SHF Training Squads and National Teams:

Performance at events (within the twelve months prior to selection to the squad) which may include performance at International matches, National Tournaments, Regional tournaments and any formal event observed by the national coaching staff or selectors i.e. high performance camps, regional camps or training sessions, local competition performances.

**Physical capacities** – includes speed over a variety of distances (0-10m, 30-40m & 0-40m), aerobic, strength and agility. Formal testing for all these attributes may not necessarily be performed. Aerobic capacity may be tested utilising the 'beep' test and/or the 'Yo Yo' test. All players may be fitness tested during squad training for all national teams as part of the overall selection criteria.

**Technical Competence** – core skills include receiving, possessing, hitting, pushing, dribbling, tackling, intercepting, overheads, marking, leading, eliminating, goal shooting, and set plays (penalty corners/strokes/goal keeping).

**'Tactical Nous' – tactical ability** – includes reading the play, involvement in the game, on-field decision-making and positional flexibility. Ability to effectively apply and utilise information provided by coaching staff and related to team or individual performance.

**Potential to Improve** – present performance level relative to past performances.

**Competitive Ability** – mental toughness, strength, temperament, determination, commitment, performing in adverse conditions, coping with setbacks/criticism and persistence.

**Attitude** – individual application in training and competition. Attendance, availability and ability to rehabilitate from injury.

**Team/Squad Orientation** – an individual's ability within a team sport, to 'fit in' and influence the squad/team in a positive manner.

**Communication** – the ability of the player to communicate positively with peers and staff and be open to accept suggestions from coaching staff regarding performance improvement. Players should be able to verbalise concerns regarding coaching and team issues in a calm, mature and un-emotional manner to allow for positive discussion to resolve problems. This should also be done in the correct forum

A final team of 18 athletes will be selected by the Athlete Selection Sub-Committee. Selections will be made a minimum of 8 weeks before the event. Participation in the Outdoor Programme precludes participation in the Indoor Programme

### **Overseas Based Athletes**

Overseas-based players will be eligible to be considered for selection if they have been a regular member of the national squad before playing overseas. They must also be available to train with the national squad for an agreed period of a minimum of one month immediately before the event.

Overseas based criteria will depend on a number of factors:

- Time away overseas
- Standard of overseas competition
- Previous position/ranking within team before going overseas
- Commitment to national program (before and after playing overseas)
- Value given to commitment of those players not playing overseas
- Availability and capability to adjust to playing style and strategies of national team

Athletes who are not residing in Singapore and wish to be considered for selection under this criteria shall submit to the Committee evidence of the following:

- Participation in competitive Hockey in the country where they are residing
- A coaching report by a relevant High Performance Coach establishing compliance with the relevant criteria for the team for which they seek selection

### **Senior Men (Indoor):**

The selection criteria are determined by the Committee in consultation with the National program where appropriate.

The following criteria will apply in the selection process used by the selectors and coaching personnel appointed by SHF in respect to SHF Training Squads and National Teams:

Performance at events (within the twelve months prior to selection to the squad) which may include performance at International matches, National Tournaments, Regional tournaments and any formal event observed by the national coaching staff or selectors i.e. high performance camps, regional camps or training sessions, local competition performances.

**Physical capacities** – includes speed over a variety of distances (0-10m, 30-40m & 0-40m), aerobic, strength and agility. Formal testing for all these attributes may not necessarily be performed. Aerobic capacity may be tested utilising the 'beep' test and/or the 'Yo Yo' test. All players may be fitness tested during squad training for all national teams as part of the overall selection criteria.

**Technical Competence** – core skills include receiving, possessing, pushing, dribbling, tackling, intercepting, marking, leading, eliminating, goal shooting, and set plays (penalty corners/strokes/goal keeping).

**'Tactical Nous' – tactical ability** – includes reading the play, involvement in the game, on-field decision-making and positional flexibility. Ability to effectively apply and utilise information provided by coaching staff and related to team or individual performance.

**Potential to Improve** – present performance level relative to past performances.

**Competitive Ability** – mental toughness, strength, temperament, determination, commitment, performing in adverse conditions, coping with setbacks/criticism and persistence.

**Attitude** – individual application in training and competition. Attendance, availability and ability to rehabilitate from injury.

**Team/Squad Orientation** – an individual's ability within a team sport, to 'fit in' and influence the squad/team in a positive manner.

**Communication** – the ability of the player to communicate positively with peers and staff, and be open to accept suggestions from coaching staff regarding performance improvement. Players should be able to verbalise concerns regarding coaching and team issues in a calm, mature and un-emotional manner to allow for positive discussion to resolve problems. This should also be done in the correct forum

A final team of 12 athletes will be selected by the Committee. Selections will be made a minimum of 8 weeks before the event. Participation in the Indoor Programme precludes participation in the Outdoor Programme