



‘Providing the most talented young players with very high levels of challenge preceded by even higher levels of support’



43% of EDP players at or have attended HMC schools

- How can we enable them to develop toward world class?
- How can we create more competition for EDP places?
- What support can we provide HMC schools?
- **Generate awareness of the EDP's purpose & principles**





Aug 2010: Need for Change?

- Poor results in last 2 ICC U19 CWCs
- Less than 3% conversion rate into world's best



Outsmarted by Other Nations & Sports





EDP Objective

Provide an oversupply of players to the England Performance Programme with the potential to perform at world's best level in the 2017 ICC World Test Championship & 2019 ICC World Cup



EDP KPIs

- To win the ICC U19 World Cup
- 19 yr olds who average at least 38 with bat & 29 with ball in 1st XI County cricket
- ‘Nail the basics’ - develop players who possess the fundamental skills to execute repeatedly, with committed decision making under extreme pressure
- Plug the 50 over experience gap so young players learn to perform in the positions of responsibility



Winter
U16 & U17
U18 & U19



Summer
U16
U17 & U18



Example Camp Day

Wake Up	0600 hrs
Monitoring	0630 hrs
Breakfast	0700 – 0730 hrs
Dual Aspirations (e.g. Study Session)	0730 – 0930 hrs
Session 1 (e.g. Net: SPB)	0945 – 1215 hrs
Lunch	1230 – 1330 hrs
Session 2 (e.g. S&C or Psych)	1345 – 1515 hrs
Break	1530 – 1600 hrs
Session 3 (e.g. Fielding)	1615 – 1800 hrs
Dinner	1830 – 1930 hrs
Day Review & Preparation	1945 – 2030 hrs

EDP U17		EDP U19	
6 – 8 Sept	EDP Profiling at NCPC	3 – 5 Sept	EDP Profiling at NCPC
19 Sept	EDP Selection & De-selection		
23 – 30 Oct	Pressure Training Camp at NCPC	24 – 27 Oct	Performance Reviews at NCPC
7 – 25 Nov	EDP Regional Training Days (1 day per wk)		
10 – 17 Dec	Pressure Training Camp at NCPC	4 – 21 Dec	Training Camp in South Africa
12 – 15 Jan	Pressure Training Camp	4 wks in Jan	ODI Tour to Bangladesh
3 – 23 Feb	Competitive Training Camp in Pune, India	11 – 15 Feb	Training Camp at NCPC
15 – 18 Mar	EDP Profiling at NCPC	21 – 24 Mar	EDP Profiling at NCPC
		3 wks in Apr	ODI Quad T'ment v Aus, NZ & India in Brisbane
		June	England U19 play in County 2 nd XI Tournament (non County 1 st XI players only)
2 wks in July	Competitive Training Camp at NCPC	7 – 14 July	England U19 WC Preparation Camp at NCPC
		22 July	England U19 Depart UK
		24 July – 6 Aug	WC Holding Camp & warm up matches in Northern Australia
2 wks in Aug	ODIs vs Scotland U19	7 – 27 Aug	ICC U19 World Cup, Townsville



Underpinning Principles

Empirical Research & 'Best' Practice



Talent Development: **'Best v Best'**

'The most precociously talented performers need to train, practice and compete against one another in order to be stretched and maximise development of their skill and performance'

- 'Hot – House' principle
 - AIS, Spartak Tennis Club, British Cycling, Barcelona FC
- Dynamic Systems Theory (Phillips et al., 2010)
- Provision of rich training environments (Aruajo et al., 2010)

Talent Development: **Challenging Competition**

‘Talented young performers need to play ‘up’ age groups and senior / professional sport as early as possible to promote skill development’

- Based on Adaptive Transitional Development Model (Renshaw et al., 2011):
 - Programme flexibility to move players up & down age groups (e.g. Ali, Singh, Velani & Thakor)
- World class fast bowlers played in older, more experienced levels of cricket with strong emphasis on coaching & mentoring(Phillips et al., 2010):
 - Vaughan, Bell, Stewart’s roles within EDP

Talent Development: **Focus on Task**

‘Time on the right tasks with the right support is directly related to skill, character and, performance development’

- Age 15 = late specialisation (Cote et al., 2003)
- Up to 8 times more likely to be injured playing football or rugby
- 61% world class athletes participated at 1:2 ratio in other sports up to age 10 & 1:3 ratio aged 11 – 14 (Vaeyens et al., 2009)
- Phillips et al., (2010) ‘place’ of development mediates fast bowling development
- High levels of deliberate practice & play
- Carefully managed workloads to control injury risk (Lee, 1982)

Talent Development: **Time on the Right Tasks**

- U17: 75 days per yr + 20 hrs per wk
- U19: 90 days per yr + 20 hrs per wk
- Highly contextual & decision rich practices (Davids & Aruajo, 2010)
- High intensity variable practices



Talent Development: **Time on the Right Tasks**

New Premier League Cat. 1 Academies f-t (4 hrs p day) from U14

Sport	Age 9 - 11	Age 12 - 16	Age 17 - 21	Total Hours
Yehudi Menuhin Music School	7 hrs	20 hrs	30 hrs	10,840
Royal Ballet School	-	25 hrs	25 hrs	10,000
British Cycling	-	10 hrs	40 hrs	10,000
LTA	8 hrs	18 hrs	21 hrs	8,160
British Swimming	3 hrs	15 hrs	25 hrs	8,360

IMG ACADEMIES

Bollettieri





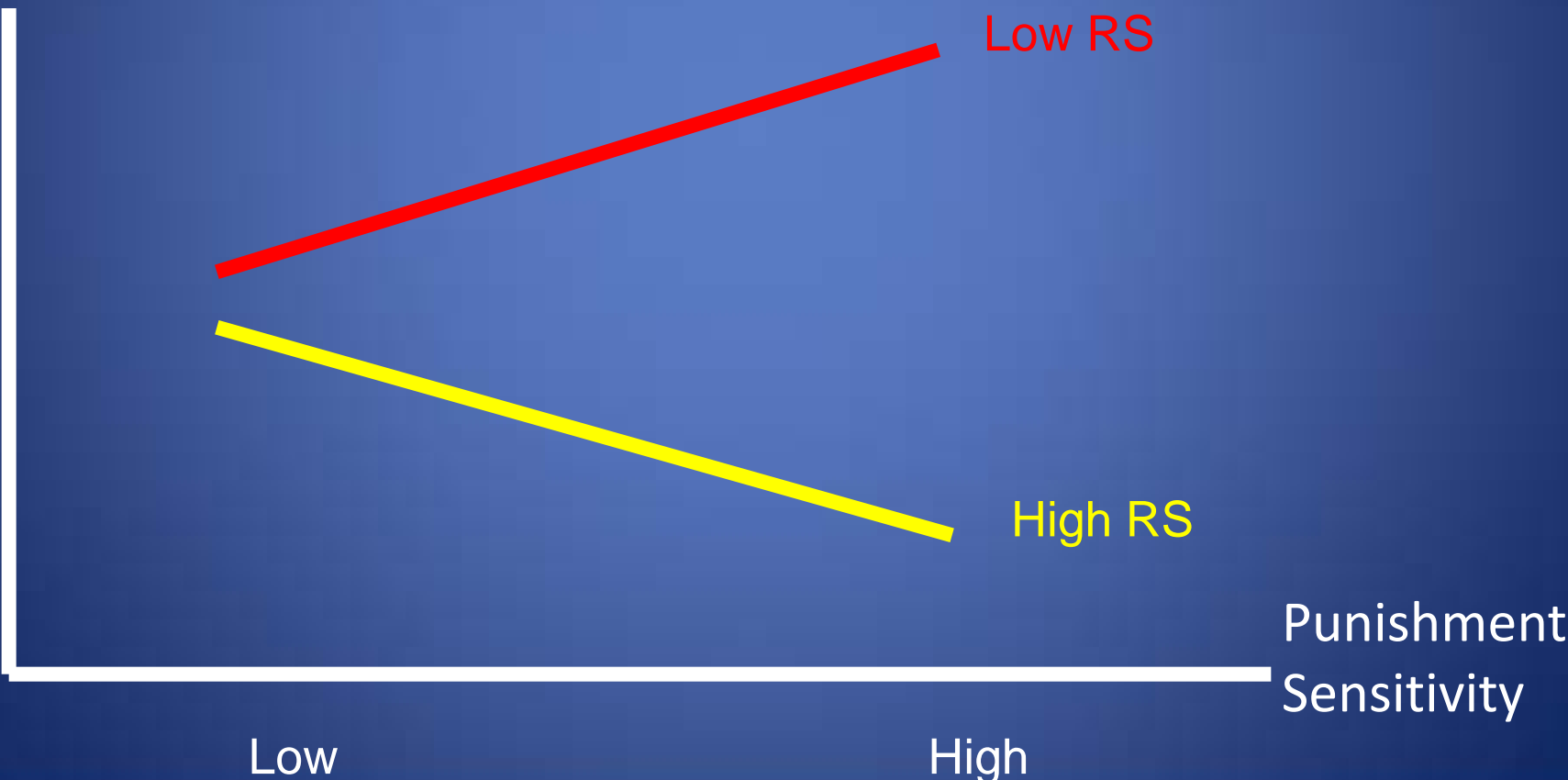
Talent Development: **Consequences**

‘Learning to perform under pressure requires practice in conditions of high pressure / stress so players exposed to the threat of loss during training to learn to manage it’

- Practice environment instability = highly adaptable performers (Davids et al., 2008)
- Need to build players ‘coping’ resources (Stambulova et al., 2009)
- Greg Chappell’s ‘Battle Zone’ at CA’s Centre of Excellence
- Researched 220 County Academy & EDP players

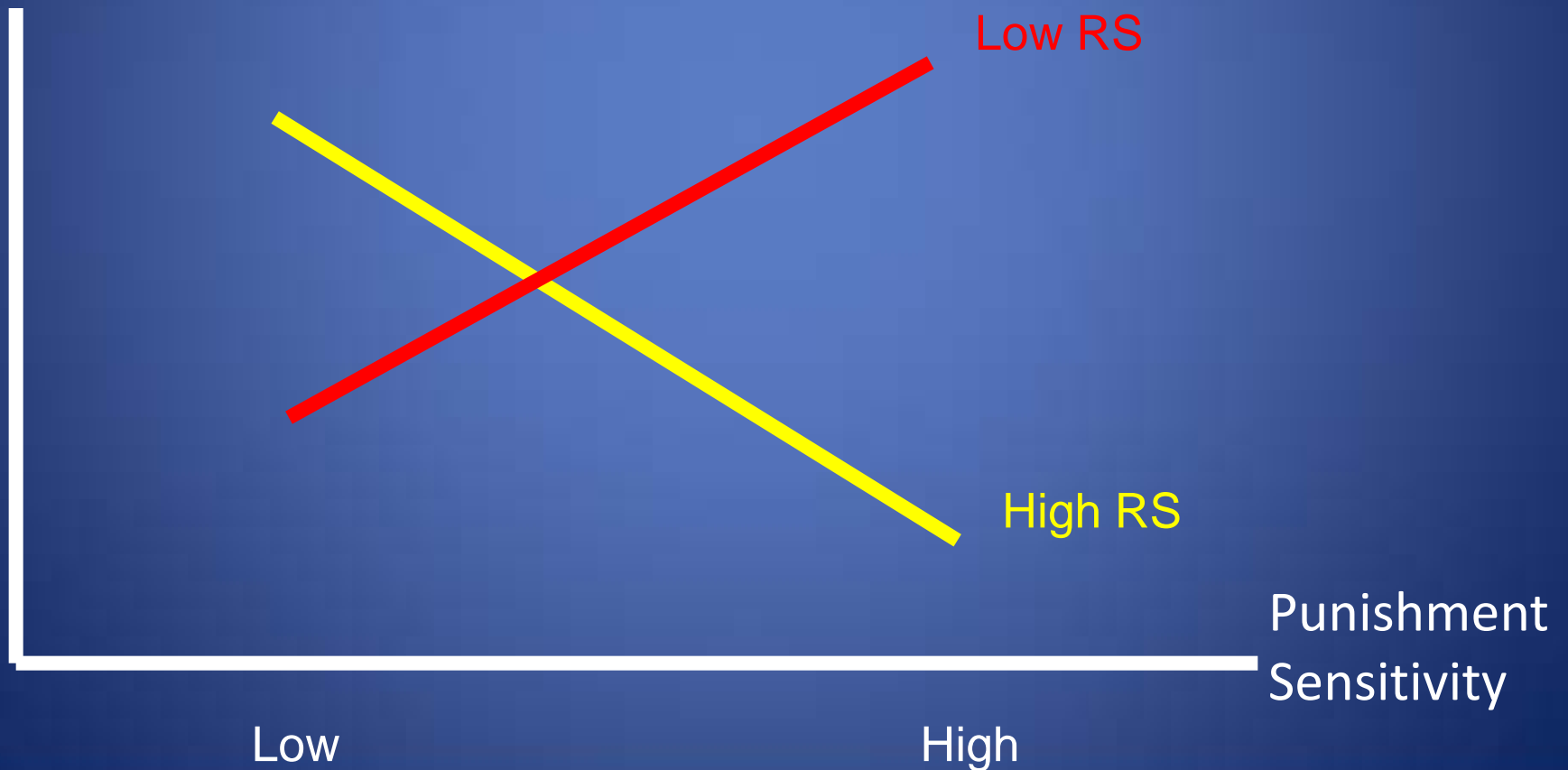
High Punishment / Low Reward Sensitivity = Mentally Tough

Coach rated
Mental Toughness



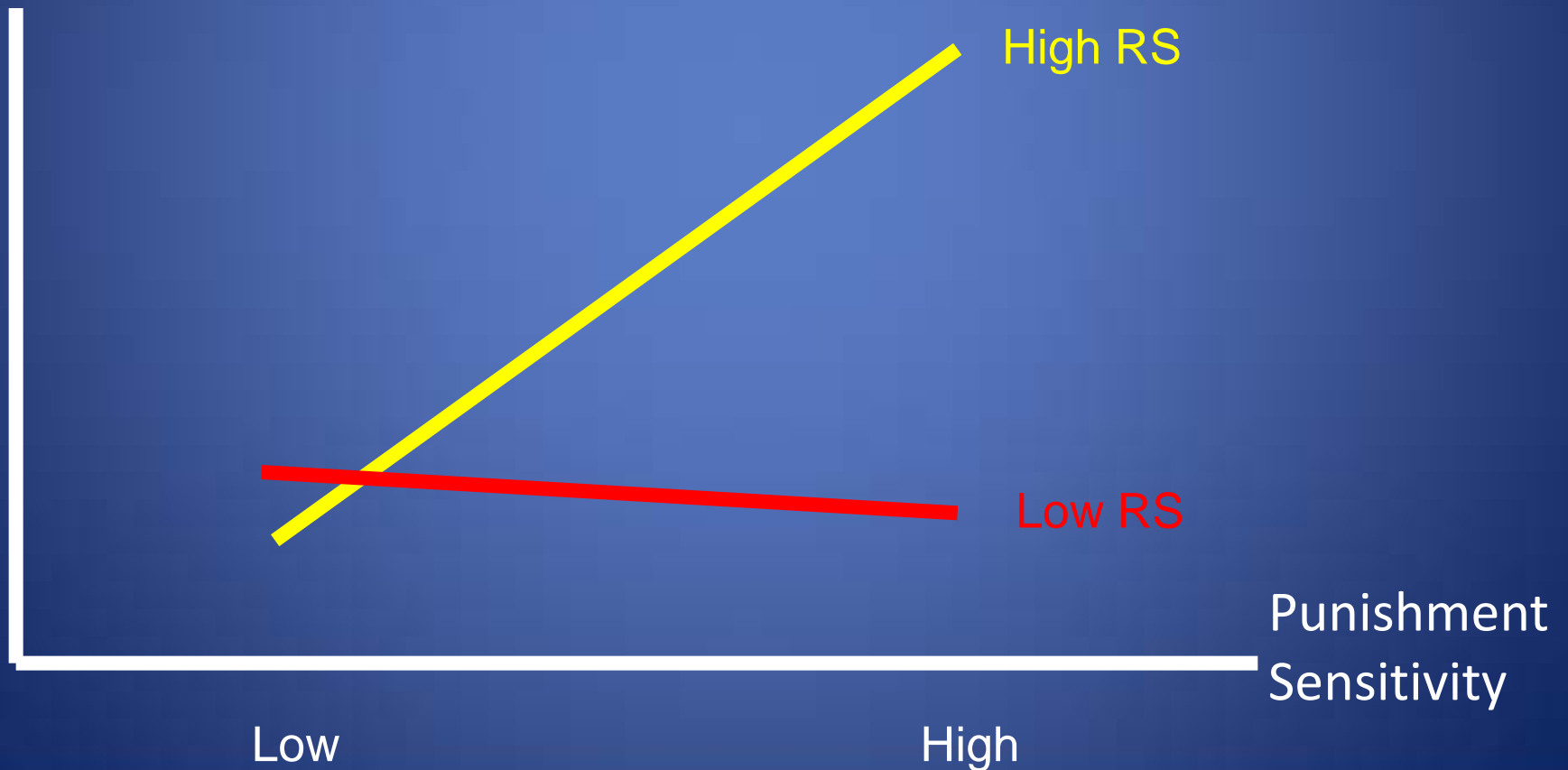
Decision Making Time

Processing Time



Decision Making Errors

Processing errors



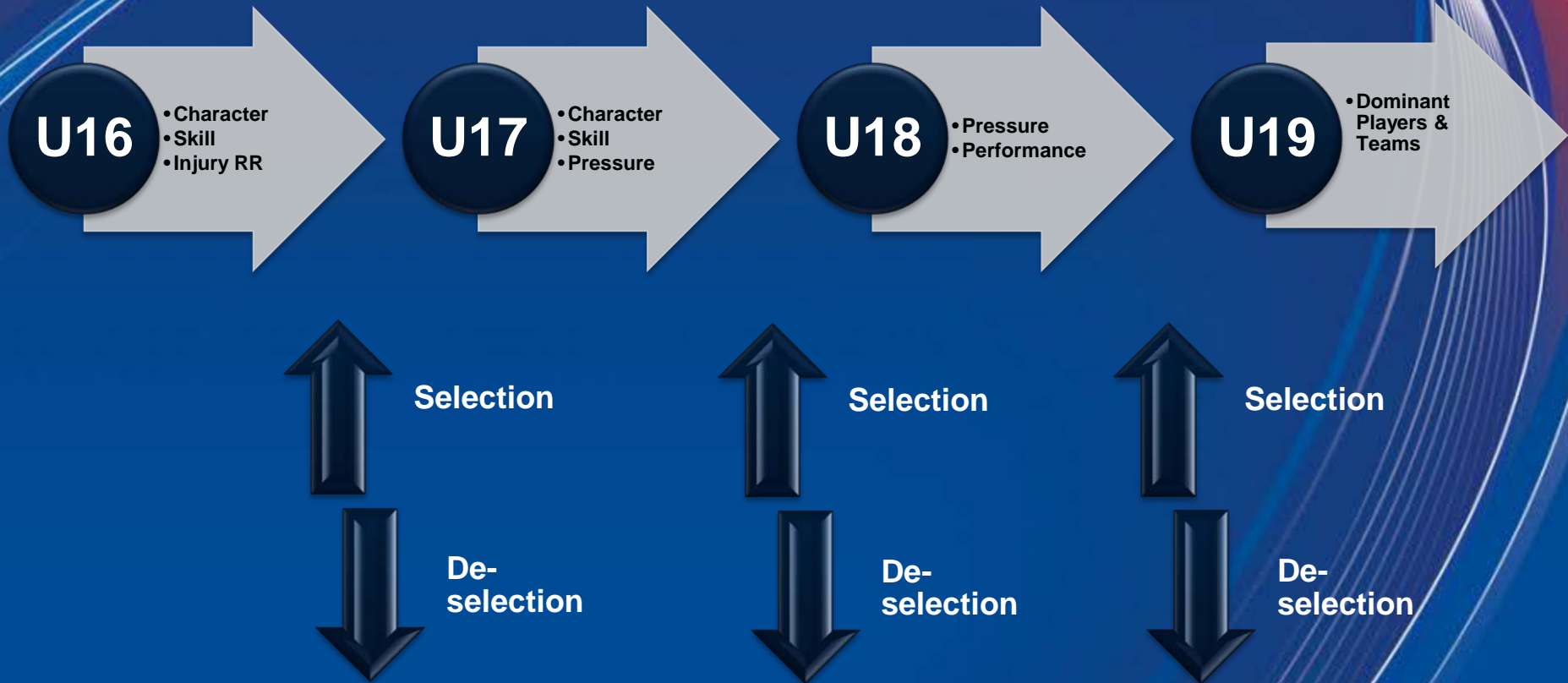




Selection

David Graveney (EDP Chief Selector)

4 Year EDP



EDP Selection Policy

- Driven by needs of England
- 1 annual selection in August
- Normally 10 players per year group
- Based on demonstrated potential
 - World's best profiling
 - NSLs' talent profiles
 - Mixed assessment methods
- Designed to be highly selective & challenging
- DG, TB, JA & IB Selectors
- 15 scouts



Distinction between EDP & Tour Squad Selection

- EDP selection in August following longitudinal process of scouting, performance analyses and testing
- England U19 Tour Squads selected from time to time by the EDP selectors from players within the EDP on the following basis:
 - Is he a probable U19 World Cup player?
 - Is he a high performer within the EDP?
 - Is he likely to be EPP ready upon EDP graduation?
 - Is he likely to win us games in this series?



EDP Scouting Objectives

- Ensure a transparent & meritocratic selection process
- Complete reports on all long-listed players
- Multi-source reports to capture a ‘representative sample’:
 - Observation of practice & performance
 - Conversations with coaches & umpires
- Provide equal opportunity for consideration to players nationwide
- Compliment performance statistics & skills testing
- Help enable selection decisions based on ‘demonstrated potential’



...& maximise the likelihood of players
converting their talent into performances at
the highest level



EDP Selection Time Line

11 Dec	CADs & EPPHCs formally submit U15 long list nominations
14 Jan – 31 March	Scouts observe delegated long listed U15 players indoors focusing on facing fast bowling / short pitched bowling in particular Scouts identify previously unseen players with potential to be added to long list
01 – 30 Apr	Scouts observe delegated long listed U15 & short listed U16 – U18 players in 2 nd XI County cricket
04 May	Scouting reports & performance data reviewed o provisionally rank players
05 May – 30 June	Scouts observe long & short listed players in County Academy & 2 nd XI cricket
28 June	Scouting reports & performance data reviewed to rank & short list players. Selectors identify U16 & U17 Invitation XIs to play EDP U16 & U17 in July
TBC July	Selectors & ECB Scouts observe Bunbury Festival at Repton School
06 Aug	Final selection meeting for U15s & players written to inform them
12 Aug	EDP U16s Induction at NCPC
30 Aug	Final selection meeting for U16, U17 & U18s & players written to inform them
Sept	Player Profiling and Screening
Oct - Mar	Talent confirmation period (all U16 & new U17 – U19 players responsiveness to programme continually monitored and assessed)
April 2013	Players who fail to achieve 80% of Continued Inclusion Criteria deselected