Talent Identification and Selection
Assessing potential and widening the talent pool
T.I.D.
Archers train once every six weeks with casual coaches who have not received input from WCPP. No programme/curriculum delivered and ad hoc contact with some service provision which is not integrated into periodised framework of coaching.

- Some Junior events with few aligned to international format
- No unified model of ‘optimal’ technique being coached
- Patchy Strength and conditioning work in some training groups but not following a prescribed programme
- Coaching not aligned with what was being delivered in WCPP

Approximately 20 applications each year of which 8 were accepted.
Regional Performance Academies

3 England Regional Performance Academies and home nation engagement
1 X month Camps
2 X month additional training groups - coach contact
25 hrs. week training programme (minimum of 20 hrs.)
Well trained performance Coaches
Aligned Programme & Curriculum
Aligned Technical model & SS/SM
Competition opportunities aligned with international format

• Regional Engagement through Performance Pathways Working Group
• Training groups have emerged, led by coaches who have undergone CPD with WCPP
• Talent Selection Programme ensures even those not on Academy Squad are learning to train effectively
Promoting a winning culture
Building a Talent Programme

Q1 Defining Talent

Q2 The Pool

Q3 Assessing and Selected the best
1 Defining Talent
Olympic Coach

“If they love the sport and they are willing to do the hard work and the hours from a young age then we are interested in them, but it takes ten years to produce a World Class Archer.”

≡ a growth mind-set approach to talent... that we can develop talent for archery, rather than looking for physical characteristics.
Deal Makers!? 
✓ Desire to to be the best 
✓ Love archery 
✓ Coachable 
✓ Have means to get the right equipment 
✓ Have means of travelling to training and competition 
✓ Will prioritise the training needed to progress 
✓ Parents will support them to do what it takes
Deal Breakers!? 

✓ Willingness to work for long periods of time on repetitive tasks often in isolation

✓ Commitment to learning the right technique

✓ Can make the necessary strength gains to underpin consistent technique

✓ Can convert training into performance

✓ Organised and methodical in approach to training - disciplined and committed
2 The Pool

Existing Archers=
Talent Selection
Open the door.....wide open!
Profiling the pool

- Gender
- Age
- Years Shooting
- Highest achievement in sport
- Number of other sports and level
- Coaching received
- Training history (what/when/where/why)
- Locale
- Siblings and order of birth
- Source of support
- Ambition
- Entry route to sport
- Why archery
- Etc.....
The Pool
Survey of 240 most ambitious young archers – Phase 1 – May 2012

✓ Facilitates retrospective profiling
✓ Highlights barriers to training and performance
✓ Supports tracking of changes within the talent pool
✓ Offers clues to hot-spots and blind-spots in Talent profiling and selection
3 Assessing and Selecting the best

Phase 1: Set the Challenge....

✓ 240 Archers attended a weekend camp and cycled through four work stations
1) Performance Pathways and Talent Selection Training Programme

✓ Received instructions on how to complete a 20 week training programme and where they fit into the current Talent Pathway

✓ As well as skills, drills and S&C work archers were asked to:
  • Build and Manage ‘Team Me’
  • Keep diary showing time management – e.g. hot spots
  • Keep a journal showing life balance
  • Find a local S&C coach/P.E. teacher to support them
  • Demonstrate appropriate goal setting
  • Inform school of programme
  • Complete check ups at doc/dentist
  • Source a reputable physio for the future
  • Form a training group of like-minded archers

Ceri Ann Davies
Performance Pathways Manager
Archery GB
21/02/2013
2) Skills & Drills Station

- Olympic Coach and Academy Coaches guiding the athletes through 5 basic skills and drills
- Explanation for how to use ‘clini’ bands/therabands in training to learn basic biomechanics to underpin optimal technique
- Guidance on transition between skills and drills onto a light weight bow/training bow and then up to full poundage in periodised training
3) S&C Station

• Guidance from lead S&C Practitioner on key exercise to build strength that underpins technical efficacy and prevent injury
• We have benchmark data on these exercises for each squad from Junior Squads up to Podium level
• Quality of movement for each discrete exercise and general fitness assessed
• Exercises selected for sport-specific and general strength benefits and all can be completed at home without requiring a gym- improving uptake of volume and frequency of training
4) Technical Station

• Groups were broken down by gender and age and each group assessed overall for technical competencies

• Individuals offered feedback and response to feedback and ability to adjust technique assessed under ‘coach-ability’ element

• Individuals also asked to drop poundage so the station assessed athlete willingness to forgo competition for a period of time in the year where high volume, low intensity is work needed during the technical phase of periodisation
Results

• 120 athletes completed Training Programmes
• 20 weeks
• At least 20 hours each week
Phase 2 Assessment

✓ 120 Archers attended a weekend camp and cycled through 4 stations where they were assessed on their progress following a 20 week training programme

✓ Each was RAGG- rated against criteria on each station and then assigned an overall rating

✓ Each received a handbook to guide them through the assessment process and what each RAGG rating meant for each assessment area as well as what their overall rating meant
Phase 3

Gold rated archer invited straight onto squad

Green rated archers - Invited to Junior Selection Shoot, March 2013

Amber rated archers - Re-assessment, July 2013

Red rated archers - advised to reapply, July 2013

Ceri Ann Davies  Performance Pathways Manager  Archery GB  21/02/2013
Talent Selection Feeding Performance Squads

The best 60 archers in England train across three performance academies

The very best of these archers enter the WCPP for a Talent Confirmation phase