



Hertfordshire Cricket Emerging Players' Programme (EPP)

Programme Introduction

The Emerging Players' Programme (EPP) is an ECB Funded programme, which started in 2020. It provides high performance coaching to a select number of players within the Hertfordshire Pathway. The programme is then tailored to fit individual player needs across all facets of cricket. We work with both Essex and Middlesex in order to provide initial avenues into First-Class County Squads and Academies.

The Winter programme encapsulates a variety of training sessions, helping to shape the 5 main areas of technical, tactical, physical, mental and lifestyle development in our players. Using a variety of specialist skills coaches with a rich background of experience, the players shape their own personal development plans (PDPs) to guide them over the next 12-months. The specialist use of the Gym facilities at the University of Hertfordshire, combined with the Strength and Conditioning coaching from our partners at Performance Herts provides expert help in the players physiological development. Summer involves fortnightly squad training, in order to aid players, continue the focus of their PDPs, whilst workload management procedures are in place during a busy competitive period. Players have access to a mentor throughout the year to help with any aspects of their lives.

Emerging Players' Programme Main Objectives

- To create players who are fully prepared to transition into FCC Academies.
- To support all aspects of a player's development including technical, tactical, physical and mental.
- To provide players with resources and personnel to aid themselves within and outside of cricket.
- To ensure players finish their time within the programme with a better understanding of themselves, both as a cricketer and as a person.

"The Hertfordshire Emerging Players' Programme is a fantastic opportunity for players, identified as having future potential, to express and challenge themselves whilst working with highly experienced and qualified coaches. We aim to tailor the sessions to facilitate each and every individual, and aid in the production of future First-Class cricketers. In recent years, the County has been successful in guiding through professional cricketers such as Joe Cooke (Glamorgan CCC) and George Scott (Gloucestershire CCC). It should be an honour to anyone selected to represent Hertfordshire in this programme, and I congratulate all who are fortunate to be a member of the EPP." – Iain Fletcher, Chief Executive Officer.



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Programme Overview

Winter

- 3-hour group session per week. Focus on technical/tactical/mental
- Specialist skills coaching
- One-to-one discussions with EPP Mentor
- Group scenario and fielding training
- Modules covering Nutrition and Psychology
- Personal Development Review (PDR) meetings
- Physiotherapy resources and treatment available.
- CAG Group training weekly
- Squad S&C Training weekly – individualised programmes to enhance performance

Summer

- Fortnightly training sessions
- One-to-One specialist technical training
- Group tactical sessions
- One-to-one discussions with EPP Mentor
- Group fielding training
- Continued S&C personal programmes
- Continued Physiotherapy support
- Appropriate County Age Group matches/Stags' selection.

EPP Key characteristics (Chosen by the 2021/22 Squad):

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|------------------|-----------------------------------|
| Honesty | Disciplined |
| Communicate well | Make all players feel comfortable |
| Leadership | Hard worker |

Additional Key characteristics:

- | | |
|---------------------|-------------|
| Committed | Accountable |
| Open/growth mindset | Driven |
| Enjoy challenges | Resilient |
| Reliable | Ambitious |

EPP Player expectations and responsibilities

- Full commitment to the programme
- Attend all training and matches across the year, including CAG training and summer fixtures.
- Maintain an activity diary to aid workload management
- Communicate thoughts and feelings openly to the squad and coaches
- Become a leader and role model within Age Group squads
- Take responsibility for Personal Development Plans and feedback to coaches on their individual needs



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Selection Process

Selection into the EPP Programme, like with all performance programmes within the County, is based upon a continuous assessment and will consider all County Age Group players. The selection process incorporates a variety of different elements into it. We aim to identify and select players showing high performance qualities or potential. The selection process includes the following elements:

Coaches' Judgements

Coaches within the performance pathway system have an experienced knowledge in Talent Identification, which play a major part in the selection process.

Players are exposed to a number of coaches over the course of the year, with feedback from all involved, in the form of verbal messages, and written reports. Over the course of the summer, we see players in a variety of scenarios and fixtures. This allows multiple sets of eyes with different viewpoints to analyse all aspects of a player's game and character. This enables a more rounded decision-making process. Eventually, the final selection decisions come down to the Performance Lead, and Head of EPP.

Performance/Stats

Despite statistics not being the 'be all and end all' of selection, they do play a part in the decision-making process. Coaches take into account volume of runs/wickets. Additionally, it is important that context behind performances is highlighted. Factors can include, but are not limited to: opposition, game situation and conditions.

For example, somebody who scores a vital 30 runs from 20 balls which guides a team to victory may be reported back as a display to the performance under pressure and ability to execute a specific gameplan.

Character

Character traits plays a part when selection of players is taking place. Players at an older age group have been found to have more set character traits, which means it would be a considerable part of the selection process.

Younger players are usually more able to mould into desired character traits and therefore you would be unlikely to not select somebody based on this.

Coachability

Due to the investment of time on the programme, close contact time with coaches and a lot of focus on individual technical skills, a big area is how quickly players take on advice, learn and adapt to new changes.