



4.2.2. Talent ID Policy and Protocol

When identifying and recruiting new players, Holland Park Hawks FC have a clearly defined process of how, when, and why they recruit players.

Each coach has been given access to a ranking sheet, which is a fluid document to keep track of Talent Identification relative to the current squad. This document shows which players are on track to being retained, which players in the community space have potential to play in the Football Queensland Academy Space, recruitment within the catchment area and wider Queensland.

The technical staff liaise with surrounding clubs, to ensure a player pathway for those players who can make the step up to a higher level. After communicating with a respective club, we look to bring them in to train with the current team to see if they will be a suitable fit for the program.

RETENTION RATE/PROCESS

At Holland Park Hawks FC, our retention rate of 76% across the FQ Academy teams reflects the processes in place within our football program.

The processes in place in terms of Long-Term Athlete Development, along with the markers outlined in our Age Specific Methodology give a good indication as to whether a player is on track to be retained.

Holland Park Hawks FC believes strongly in a culture of continued player development and player retention. We believe that an existing player's identification or omission into teams in the following season, should not come as a surprise to the player or the parent/guardian.

This is highlighted regularly throughout the season through individual development plans, and informal feedback from coaches and technical staff.

THE TRIAL PROCESS

1. Players are given feedback through the individual development plans which involve videos to prove strengths and areas of improvement. We have developed a system to rank players strengths and areas of improvement using three key areas: below standards, meets standards, above standards. These individual plans are fluid documents which can be updated regularly and stay with the player throughout their journey at Hawks.
2. Over the season there will be two player and parent review nights where players receive formal feedback from their respective coach and Technical Director around their performance over the season. Using the Individual Development Plans, players are given a comprehensive indication of where they are at relative to the rest of the squad, and whether they are on track to be retained.
3. Commencing in July, Holland Park Hawks FC will advertise for Expression of Interest for players wanting to be considered for inclusion in the 2023 Football Queensland Academy Programs. These advertisements will be on all our social media platforms, Club website and Football Queensland websites.
4. Players will be selectively screened and only what we believe are suitable players will be invited in so that we can assess their playing abilities within our Talent Identification Sessions in October.
5. Facilitated by the Technical Director, a coaches meeting is held to discuss which players are going to be retained for the upcoming season. Within a week post season, the retained players will receive their letters of offer, whilst others who are not retained are asked to come back for the trial process.
6. Within the trial process, if the technical staff identify new players who are stronger or have more potential than others that were not retained, they are offered a spot in the program. If the level and potential of new players is of similar level to those we did not retain, we prioritise returning players as they have been with the club and understand the values, beliefs, Team Model etc.
7. Throughout the month of October/November, newly selected players and retained players will be invited in for post-season development training.
8. Players who are not selected will be offered a place in our Football Queensland Metro teams.

TALENT IDENTIFICATION FROM DISCOVERY PHASE TO SKILL ACQUISITION PHASE

As the talent identification process for the discovery phase into the skill acquisition phase can be difficult, our technical staff monitor the U8s in house program to identify players who possess the potential to make the step up into the FQ Academy space. This process is done through the technical staff watching in house games and training sessions and talking to U8 coaches.

Players who have been identified and marked as players who possess the potential to move into the FQ Academy will be invited in for talent identification sessions where they get the opportunity to work with our technical staff.

As a part of this process certain players will be invited into train with the existing U9 squad, so that our technical staff can measure the potential players, against players within the current program.

Players who show the technical, tactical, psychological, physical, and social characteristics to progress into the U9s space will receive a letter of offer to be a part of the program for the upcoming season.