

**Canadian Sport Institute Pacific
 and **Field Hockey BC**
 Athlete and Coach Nomination Criteria
 2025-26**

Criteria Approved: 10/17/25

CSI Pacific Representative	Andrew Latham	<i>Andrew Latham</i>	10/17/2025
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PURPOSE

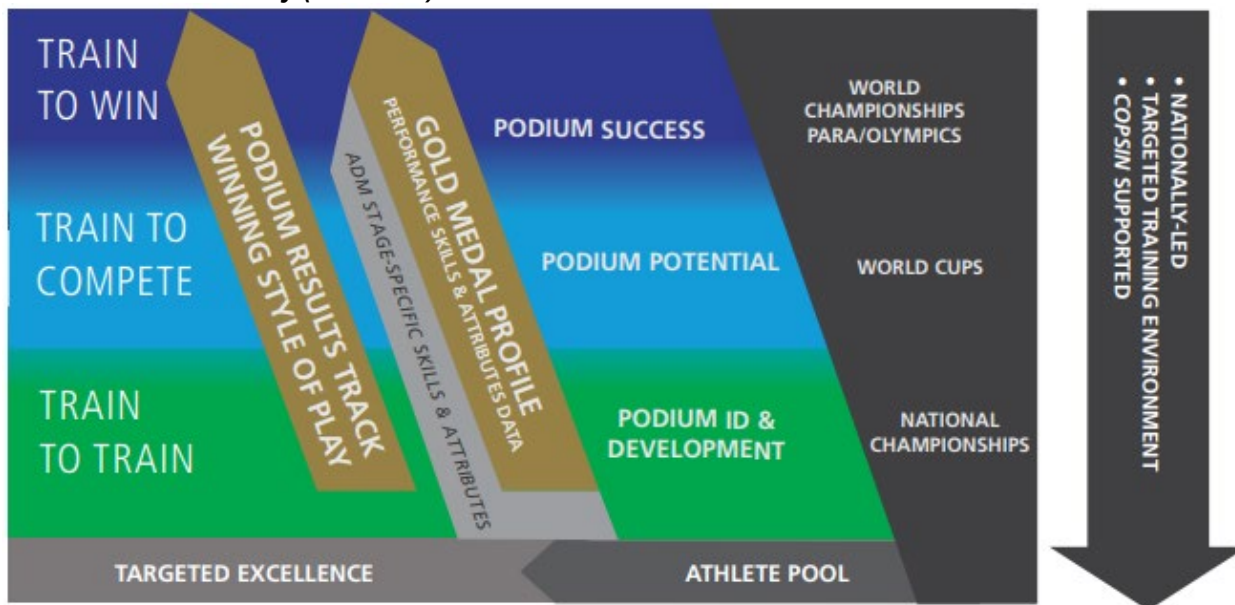
Canadian Sport Institute Pacific, through a partnership with the Province of British Columbia (BC), viaSport, the network of PacificSport centres, and **Field Hockey BC**, collaborates to deliver programs and services to place BC athletes¹ on national teams, and ensure athletes and coaches have every advantage to win medals for Canada. The partners work jointly to encourage sport excellence and increase podium performances in communities throughout BC.

This template provides a standardized process with which to identify athletes and coaches within the Field Hockey BC high performance program as well as athletes who are tracking against key development pathway metrics toward national teams. The levels within the targeted pathway seek to create a common standard across all sports; hence, the template must be used in its entirety. PSO/DSOs are able to adapt the template to suit their own purposes (e.g. branding, application process, etc.) provided all relevant information is contained within.

Canadian Sport Institute / PacificSport athlete and coach support for the Sport Canada AAP Carded nomination focuses on athletes and teams 0-4 years from the international podium, identified by the sport-specific Podium Pathway (Figure 1) and Gold Medal Profile. These athletes and teams represent the current generation of national team athletes who are carded by the NSO through Sport Canada's Athlete Assistance Program.

Canadian Sport Institute / PacificSport athlete and coach support for the Canadian Development and Provincial Development nomination focuses on athletes and teams 5-12 years from the international podium, identified by the sport-specific Podium Pathway (Figure 1) and Gold Medal Profile. These athletes and teams represent both the next generation (5-8 years away) and future generations (9-12 years away) of Olympic and Paralympic or World Championship medallists.

Figure 1 – Podium Pathway (LTAD 3.0)



¹ A BC athlete is defined as an athlete born, developed, and/or trained/centralized (for a minimum of three (3) months in a twelve (12) month period) in British Columbia.

DETAILS

Through the above partnership, and with the above purpose in mind, **Field Hockey BC** may nominate athletes and their coaches who meet specific criteria for Canadian Sport Institute Pacific / PacificSport athlete or coach enrollment. Upon completion of enrollment and onboarding, athletes and coaches can engage in enhanced programs, benefits, and selected support services through Canadian Sport Institute Pacific and the network of PacificSport regional centres in BC.

Canadian Sport Institute / PacificSport athlete support is divided into four levels based on performance, each with a slate of designated benefits. Please see Appendix A for an outline of **Field Hockey BC** targeted athlete benefits, programs, and services as delivered through **Field Hockey BC**.

Targeted athletes are nominated by Field Hockey BC based on the athlete criteria below. As a general principle, all athletes are expected to demonstrate evidence of their ongoing performance progression and tracking toward Field Hockey BC high performance program benchmarks to remain targeted. **Julie Brereton, FHBC Athlete Program Manager** and the Canadian Sport Institute technical lead working with Field Hockey BC, **[Name]** have the final authority over the Canadian Sport Institute nomination process. Any inquiries regarding the sport-specific selection criteria can be made to **Julie Brereton, FHBC Athlete Program Manager** at julie@fieldhockeybritishcolumbia.com.

The athlete and coach nomination cycle for Canadian Sport Institute / PacificSport / Field Hockey BC targeting runs **December to November** annually, and athletes are selected based on performances from the previous 12 months. Athletes meeting criteria throughout the annual nomination cycle may be added to the Field Hockey BC targeted athlete list, on a case by case basis, by contacting the PSO/DSO Technical Representative **Julie Brereton, FHBC Athlete Program Manager** at julie@fieldhockeybritishcolumbia.com.

ATHLETE/COACH ENROLLMENT

Once the athlete or coach is nominated, they will be notified by **Field Hockey BC** and will be provided with information on how to enroll. All athletes and coaches must enroll with Canadian Sport Institute / Pacific Sport in order to receive athlete or coach supports and benefits.

CORE CRITERIA

1. For PSO/DSO nominations, athletes must be considered in good standing at the discretion of the PSO/DSO with Field Hockey BC as a competitive athlete and meet the definition of a BC athlete.
2. All athletes nominated should have a designated coach who is responsible for planned programming. Specific coach criteria must be identified under coach nominations
3. Athletes who fail to meet targeting criteria due to injury or absence, may remain on **Field Hockey BC's** nomination list at the discretion of the PSO/DSO when:
 - a. There is an expectation the athlete in question would have met criteria if no injury or absence had occurred **AND**;
 - b. The athlete in question was nominated by Field Hockey BC in the previous 12 months.
 - c. **There is an agreed timeline on the return to play process**
4. **Minimum age of targeted athlete is 16-years-old, however at the discretion of CSI staff exceptions can be approved**
5. **Maximum number of athletes at each level based on historical conversion rates from 2019-2025, identified by CSI Pacific and communicated to the sport by CSI staff. At the discretion of CSI staff exceptions can be approved**

LEVEL-SPECIFIC CRITERIA

Canadian Sport Institute Criteria

Sport Canada AAP Carded

Canadian Sport Institute Criteria:

- Athletes who appear on the Sport Canada AAP Carding List and verified by the NSO. These athletes are in the High Performance (HP/T2W) stage of the Podium Pathway.
 - It is the responsibility of **Field Hockey BC** to consult with the NSO, identifying and nominating any Sport Canada AAP Carded athletes in the province of British Columbia.

Canadian Development

Canadian Sport Institute Criteria:

- Athletes who compete on the senior national team in eligible events, but do not receive Sport Canada AAP funding, and verified by the NSO. These athletes are in the High Performance (HP/T2W) stage of the Podium Pathway **OR**;
- Athletes who are in the HP Athlete Development (L2W/T2W) stage of the Podium Pathway (including Gold Medal Profile) and verified by the NSO. If the NSO does not have an approved Podium Pathway, the following criteria will be used:
 - Athletes who have been targeted as “NextGen” defined as the expectation to be selected to the senior national team in eligible events **within 24 months** and verified by the NSO.

Provincial Development Level 1

Canadian Sport Institute Criteria:

- Athletes who are in the Athlete Identification & Development stage of the Podium Pathway, and who are tracking toward the HP Athlete Development stage according to the NSO-specific Podium Pathway and Gold Medal Profile. If the NSO does not have an approved Podium Pathway, the athlete must be tracking toward Canadian Development and meet the criteria below:
 - Meet specific performance-based benchmarks in accordance with an overall athlete monitoring and tracking framework (utilizing Gold Medal Profile) **AND**;
 - Athletes at this level are anticipated to convert to national team program as a Canadian Development or Podium athlete within a maximum duration of five years (combined Provincial Development Level One and Two) **AND**;
 - Competed at the appropriate² age group or junior world championships in an eligible event (or equivalent international developmental event) in the previous 24 months **OR**;
 - Won a medal in an eligible event at their sport-specific national senior/open, appropriate² age group or junior championships (or equivalent level of performance standard) in the previous 24 months.

Provincial Development Level 2

² Definition of appropriate is based on a number of factors such as peak development age, average age of National Team, sport’s competition schedule, and logical pathway progression. Final determination will be made by CSI Pacific.

Canadian Sport Institute Criteria:

- Athletes who are in the Athlete Identification & Development stage of the Podium Pathway, and who are tracking toward Provincial Development One according to the NSO-specific Podium Pathway and Gold Medal profile. If the NSO does not have an approved Podium Pathway, the athlete must meet the criteria below:
 - Meet specific performance-based benchmarks in accordance with an overall athlete monitoring and tracking framework (utilizing Gold Medal Profile) **AND**;
 - Athletes at this level are anticipated to convert to national team program as a Canadian Development or Podium athlete within a maximum duration of five years (combined Provincial Development Level One and Two) **AND**;
 - Competed in an eligible event at the appropriate² age group national championships (or equivalent level of performance standard) in the previous 24 months, **OR**;
 - Won a medal in an eligible event at their appropriate² age group provincial championships in the previous 12 months, **OR**;

Coach Nomination

Canadian Sport Institute Criteria:

Coaches are nominated when they are the coach of an athlete who achieves designated criteria. The PSO/DSO may nominate up to two coaches per athlete in cases where both the Provincial/National coach and a personal coach have a significant impact on the athlete's training program. While not required, it is highly recommended that PSO/DSO nominated coaches meet at least one of the following criteria:

- Be the lead person designing and implementing an annual training program for the athlete.
- Be designated as Provincial or Regional coach by the PSO/DSO.
- Be designated as a National Development / Senior National coach by the NSO.
- Be designated as athlete's coach of record based on sport-specific criteria below.

AND,

- NCCP Competition Development Trained Status or ACD coach,

Sport Specific PSO Criteria

Canadian Development Criteria 1.0

Field Hockey BC Sport-Specific Criteria:

- **1.0** Athletes named to Senior National Men's or Senior National Women's team (not receiving Sport Canada AAP Funding), verified by the NSO
OR;
- **1.1** Athletes selected to a Senior National Development Squad or participated in a Field Hockey Canada Senior camp, who are not receiving Sport Canada AAP Carding, verified by the NSO
OR;
- **1.1** Athletes named to the Field Hockey Canada NextGen list, verified by NSO.

Evidence to be provided by PSO/DSO in order to confirm nomination.

Provincial Development Level 1 Criteria 2.0

Field Hockey BC Sport-Specific Criteria:

- **2.0** Athletes scoring 26% and above on the Field Hockey BC-GMP Evaluation Rankings (Refer to Appendix)
OR;
- **2.1** USPORT and NCAA Athletes scoring 26% and above on the Field Hockey BC - GMP Evaluation Ranking and participated in Field Hockey BC programming or trials
OR;
- **2.2** Provincial elite athletes who are on the National Development Team long list and/or are invited to participate in National Team NextGen Identification camp in the last 12 months
AND;
- **2.3** Played for BC on a Provincial representative team during the current spring/summer season in a national tournament or recognized competitive event (injured athletes & National Team commitments accepted)

Evidence to be provided by PSO/DSO in order to confirm nomination.

Provincial Development Level 2 Criteria 3.0

Field Hockey BC Sport-Specific Criteria:

- **3.0** Athletes scoring 22% - 25% on the Field Hockey BC – GMP Evaluation Rankings (Refer to Appendix)
OR;
- **3.1** USPORT and NCAA Athletes who have yet to complete a Field Hockey BC - GMP Evaluation and participated in any Field Hockey BC programming or trials over the past 2 years

- **OR;**
- **3.2 Athletes who played for BC on a Provincial representative team during the current spring/summer season in a recognized competitive event (injured athletes & National Team commitments accepted)**

Evidence to be provided by PSO/DSO in order to confirm nomination.

Coach Nomination

Field Hockey BC Sport-Specific Coaching Criteria

Are a Provincial Team Coach or Field Hockey Canada-appointed Coach working with a Targeted Athlete and are working towards the Field Hockey Canada Coaching Pathway revised alignment and certification timelines.


Examples

- **Coaches are working towards Competition-Development Certified Status.**
- **Coaches have Competition-Development / Level 3 equivalency from FIH or another country and are actively pursuing a challenge to or learning opportunity within the Canadian system.**

Appendices – Sport may choose to provide appendices below to enhance understanding of criteria

Appendix 1

GMP - Performance Scale and Ranking Example



Performance Matrix		Scoring Scale	Score
Provincial Level Limited Pressure Domestic Competition	Seldom		0
	Sporadic		1
	Moderate		2
	Reliable		3

Category	KPI (Key Performance Indicators)	Score
TECHNICAL	Passing	3
	Receiving	1
TACTICAL	Defence	1
	Offense	2
PSYCHOLOGICAL	Commitment	2
	Potential	2
PERFORMANCE	DTE (Daily Training Environment)	3
PHYSIOLOGICAL	Endurance (Yo-Yo)	3

Total Score	17
Maximum Points (8KPI x 9 Pts)	72

GMP Ranking **24%**

Nominations	GMP Ranking Carding Level	Performance Scale	Programs	
Sport Canada FHC	Sr Cards D Cards	World Class International Athlete	National Team	
		Good international Athlete		
		Developing International Athlete		
CSJ Pacific FHBC	CDN Dev 33% and above	Good Junior International	NextGEN	
		Average Junior International		
		Entry level Junior International		
		26% - 32% PD 1	Good Provincial Athlete (Elite Program)	Provincial
		22% - 25% PD 2	Developing Provincial Athlete	
18% - 21% No Carding	Entry Level Provincial Athlete			

Note: GMP Ranking percentages is subject to change and review



Appendix 2

Performance Matrix Scale 1 to 9 points

Competition Level	High Pressure Senior International NATIONAL TEAM	7 Sufficient set of skills Perfect choice and execution under high pressure Developing International	8 Advanced set of skills Appropriate choice and execution under high pressure Good International	9 Advanced set of skills Perfect choice and execution under high pressure World Class
	Moderate Pressure U21 International NextGEN	4 Sufficient set of skills Sporadic execution under moderate pressure Entry Level Jr. International	5 Sufficient set of skills Reliable execution under moderate pressure Average Junior International	6 Advanced set of skills Reliable execution under moderate pressure Good Junior International
	Limited Pressure Domestic Competition Inc National Championships PROVINCIAL Level	1 Limited set of skills, Sporadic execution under limited pressure Entry Level Provincial	2 Limited set of skills, Moderate execution under limited pressure Developing Provincial	3 Limited set of skills, Reliable execution under limited pressure Good Provincial
	0 Limited set of skills, Seldom execution under limited pressure			

← Limited
Sufficient
→ Advanced

Appendix 3

Program Identification				Competition Opportunity						
Stages of Long Term Athlete Development	Organization	GMP CSI Pacific	High Performance Pathway			International	National	Post Secondary	Domestic	
Active for Life ↑ Train to Win ↑ Train to Compete ↑ Train to Train ↑ Learn to Train ↑ Fundamentals ↑ Active Start	Field Hockey 	Sport Canada FHC AAP Cards	National Team			Olympic Games World Cup CWG World League Pan Am Games Qualifiers/Tours		U Sports NCAA	Pro Leagues Club Leagues U Sports	
			Senior Development	National Team	Masters					
				NextGEN						
		CSIP/FHBC CDN Development		Futures Team	U18 Youth Team	U21 Junior Team		U18 Nationals	U Sports NCAA	Pro Leagues Club Leagues U Sports
		Field Hockey 	Provincial Development 1 26% - 32%	FHBC Elite Program Top Provincial Athletes			U21 World Cup U18 Youth Olympics U18 Youth Pan Am Qualifiers/Tours			
		Provincial Development 2 22% - 25%	Provincial Programs U16 Provincial Team U18 Provincial Team			Tours Invitational Teams	U18 Nationals U16 Nationals	U Sports NCAA	Club Leagues U Sports School League Island Indoor	
	Local Sport Organizations		Development Programs High Schools High School Academies Clubs FHBC Technical Development						Club Leagues School Leagues Island Indoor	

Appendix 4

FHBC Provincial Athlete Selection Policy and Protocol**Purpose**

The purpose of this FHBC Provincial Athlete Selection Policy and Protocol document is to provide the transparency of purpose in the evaluation and selection of performance stream athletes at the Provincial Level. The document is intended to provide information on the stepped process towards the formal evaluation and selection of Athletes to the FHBC Team BC Program, as well as aspiring Athletes within the FHBC Regional Team Program.

FHBC Athlete Pathway Review

FHBC conducted a thorough Provincial Athlete Pathway review during the 2020-21 season. The FHBC Provincial Athlete Selection Policy and Protocol document reflects the decisions and associated structures from this pathway assessment and is subject to further review each season.

FHBC Athlete Evaluation and Selection

Following an annual Fall Planning and Review Window, FHBC will commit to a communications strategy informing the membership of the process and timeline for athlete evaluation and selection in the forthcoming calendar cycle.

There is a **Staged Process** to Athlete Evaluation and Selection (noting that athlete numbers will determine the number of stages required in any year):

Stage 1: Open Nomination by Coaches

To be eligible for the Stage 1 Provincial and Regional Program Evaluations, athletes must be nominated by a club, PSO, NSO, high school and/or private academy coach.

The nomination process remains open, in that any athlete that is nominated is invited to register for and attend the Evaluation.

Stage 1 Evaluations are held regionally to reduce travel costs and promote a more inclusive opportunity and dependent on numbers and availability of facilities are often camp based in structure.

NextGen athletes and CSI Provincial Targeted athletes are exempt from Stage 1 trials.

All athletes are evaluated through a scored metric aligned to the nationally recognized **Gold Medal Profile (GMP)**.

Athletes at Stage 1 Evaluations that score well on the **GMP** are invited to attend Stage 2 trials.

Stage 2: Targeted Athlete Invitations

Stage 2 Evaluations are an opportunity for the most highly ranked athletes to demonstrate their potential and be selected to a FHBC Provincial Team (Team BC) or a performance stream

Regional Development Team (that would normally be targeted towards Tier 2 National Championship Competition).

FHC NextGen and CSI-FHBC Targeted Athletes are not required to attend Stage 1 Evaluations and will be invited to attend Stage 2 Evaluations. These identified and/or targeted NextGen/CSI Athletes will be joined at Stage 2 Evaluations by those top performing athletes from the Stage 1 Evaluations.

In the event of an excused absence from evaluations, an athlete's previous GMP score will be considered, either from a recent FHBC or FHC program or event.

Provincial Team Selection (Team BC – Tier 1 National Championship):

Team BC Provincial teams are selected immediately following the Stage 2 trials by FHBC appointed Evaluators (Selectors) and team Head Coaches.

Athlete selections are discussed by the Evaluation Team and are principally made based on the Athlete GMP score and rankings. However, athletes are also filtered by playing position to ensure productive team composition. Selectors may also consider other tangible benefits to the team dynamic (that may be outside of the GMP rankings) **for the final two athlete selections per team**. This provides the Head Coaches in particular the opportunity to select an athlete with specialty skills or an X-factor that is not fully captured by their GMP score.

The number of teams selected for any given age group and/or gender will be based on the competitive depth of that cohort. While FHBC's goal is to have at least two Team BC Provincial teams per age group/gender, the Society can only do so if there is a sufficient number of athletes with the ability to perform at the assigned level.

Regional Team Selection (Tier 2 National Championship Competition):

Where appropriate, Regional Teams will be selected at a final evaluation that will include athletes from both Stage 1 and Stage 2 that were not selected to a Team BC Provincial team. In the event that there are not enough athletes in a particular region to form a team, either no team will be formed, or athletes from across regions will be invited to form a combined Tier 2 Regional team.

The Regional Team Program is designed to provide a National Championship training and competitive opportunity with the desire to inspire Athletes to continue within Field Hockey Performance Programming either in aspiring to be selected to Team BC and/or in being talent identified for future FHC NextGen participation.

Last updated: September 2023

This Policy and Protocol document will be reviewed and updated after each Annual Talent Identification, Selection, and Program Cycle.