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**TO: DISTRICT SECRETARIES
EXECUTIVE
MEDIA**

CIRCULAR 16/2016

NATIONAL TALENT DEVELOPMENT PROGRAMME

The Talent Identification Programme (T I D) was introduced a number of years ago to open doors for players around the country and to ensure that the selection process for national honours was transparent. However this initiative had limited success due to the non-availability of funds to arrange Area, Zone and Training Camps, the shortage of manpower and the lack of enthusiasm at District level to drive the T I D programme.

One of the critical evaluation areas on the Transformation Score Card as well as a prerequisite for funding by SRSA is a proven development pathway for players.

Various zone camps, at different venues, with the view to identify players with the greatest potential to play at international level is being held over the weekend of 24-26 June 2016. During this weekend 276 players will be tested and only a few of these players will ultimately be invited to the National Camp for consideration in the Gold Squad by the Selectors. The question is what happens to the rest of these players identified by District Selectors as potential talent?

Talent identification is directly associated with predicting the future performance of a player and it is debatable whether a number of exercises over a once off weekend will increase the odds for highly talented players to emerge. It follows therefore that Talent Identification should be supported by Talent Development as the rate of improvement and maturity over a period of time should predict and increase the platform for real talent.

The objectives of a national talent development programme are:

- To continually identify players who can compete with success at international level.
- To introduce a high performance program at District level to the benefit of players at all levels.
- To increase the intellectual capacity of coaches.

In order to provide for a continuous programme of Talent Development and to conform to Government requirements the following actions should be introduced:

- Districts should appoint a Head Coach in terms of Clause 10 of the National Coaching Policy in order to manage the project in conjunction with the National Head Coach. Districts should discuss their candidates with the Head Coach (Theuns Fraser) before confirming appointments.
- National Head Coach is to develop a high performance programme.
- National Head Coach is to institute appropriated control systems in conjunction with the NSCC and National Selectors.
- The group of players nominated for the forthcoming Zone Camps are to be used as a foundation to start the process.
- National Head Coach, National Selectors and NSCC are to assist with implementation phase.
- The effectiveness of the National Camp in the selection process will be reviewed.

**Kallie Haupt
President**

Executive Committee:

President: Kallie Haupt, Vice President: Rob Forbes

Members: Heather Boucher, Trevor Davis, Fred Krus & Charles Levy

