


# Herefordshire Cricket Talent Development Framework 2026



# Talent Development Framework context and purpose

- This document should be read in conjunction with the Herefordshire Cricket Selection Policy and the Pathway Strategy
- The purpose of this power point is to help all involved with the programme to understand factors underpinning selection, what coaches are looking for and what the coaching is trying to achieve for players at three stages as identified by ECB.
- 1. Foundation/Early Engagement, 8-12s
- 2. Development, 13s-15s
- 3. Transition and Confirmation, 16-18s+






# Early Engagement Programme selection

- Selection for this programme is open to 8-12 year olds in Herefordshire
- Previous cricket experience is not necessarily required
- Players need to show potential which can be evidenced by
- Athletic ability: agility, balance, coordination, speed
- Ball play ability: throwing, running, catching, striking
- Love of sport and cricket
- Willingness to listen, learn, take part, try things and enjoy cricket games




# Early Engagement and Foundation Stage

- After two years in the programme
- Players should be able to meet the majority of abilities listed across batting, bowling, fielding, and/or wicket keeping
- Players should show cricketing ability and aptitude but also a great attitude, effort, and sportsmanship. They will understand values of courage, consistency and togetherness
- Ongoing ability to listen, willingness to take on coaching feedback and work on personal development and improvement



# EEP Batting

- By Under 12s:
- Batters should have a comfortable set up to enable balance when striking the ball
- Show the ability to:
- Play straight in defence off front and back foot
- Put the bad ball away with strong shots both sides of the wicket
- Pick length well and play the pull shot
- Rotate strike
- Understand their strengths to enable run scoring



# EEP Bowling

- By U12s bowlers should:
- Bowl with a safe, repeatable action
- Be able to keep the stumps in play consistently
- consistently bowl their best ball
- Bowl only small numbers of extras
- Spinners to spin the ball



# EEP Fielding

- By Under 12s fielders should
- Show energy and enthusiasm
- Show physicality and get used to ground contact
- Be able to stay engaged/concentrate for at least 20 overs
- Field and catch a hard ball with confidence



# EEP wicket keeping

- By Under 12s
- Wicket keepers should be able to catch the majority of balls batters miss which are not wides
- To display confidence catching and stopping a hard ball from bowlers and fielders
- Dive and show athleticism and courage
- Stand up to the wicket against slow bowlers
- Concentrate for up to 20 overs

# Development Phase

- Ages 13-15
- County Players should be able to meet the majority of abilities listed across batting, bowling, fielding, and/or wicket keeping
- Players should meet the principles outlined in the Selection Policy and show cricketing ability and aptitude but also a great attitude, effort, and sportsmanship.
- Ability to listen, willingness to take on coaching feedback and work on personal development and improvement
- Players should be developing their ability to compete and show resilience in the face of knock-backs
- Play with courage, consistency, spirit and demonstrate togetherness



# Batting – Development Stage

- In addition to the building blocks established in the Foundation Stage County batters should be able to:
- Score runs through driving straight
- Stay in and score runs for longer periods as indicated by fifties and hundreds
- Demonstrate current ability and/or potential to advance beyond their peers in terms of run scoring.
- Leave exceptionally well
- Run hard, maximise scoring opportunities and build partnerships
- Adapt their play to different situations and conditions
- Show an ability to perform under pressure.
- Manipulate the ball into gaps to score
- Get out of the way of short pitched bowling effectively
- Score off spinners by adapting methods, eg using feet, ability to sweep




# Bowling – Development Phase

- In addition to the building blocks established in the Foundation Stage County bowlers should be able to:
- Bowl wicket taking balls, eg create movement or bounce
- Adapt their bowling to match situations and develop some variations
- Build pressure by consistent line & length
- Demonstrate the ability to perform under pressure.
- Spinners to have developed variations which can deceive batters

# Fielding – Development Stage

- In addition to the building blocks established in the Foundation Stage County fielders should be able to:
- Demonstrate consistent athleticism, intensity and fitness in the field
- Throw powerfully and accurately consistently
- Catch in all outfield positions and develop the ability to take catches behind the wicket (eg, in the slips)
- Take wickets in the field by direct hit run outs and excellent catches
- Demonstrate current ability and/or potential to advance beyond their peers in terms of fielding.
- Concentrate and stay energised for up to 50 overs

# Wicket keeping – Development Stage

- In addition to the building blocks established in the Foundation Stage wicket keepers should be able to:
- Stand up to the wicket against medium pacers
- Take wicket taking catches off slow bowlers standing up to the stumps
- Achieve stumpings on the off side
- Concentrate for up to 50 overs

# Confirmation & Transition Phase

- 16-18 year olds
- Preparing players for higher-level performance environments (e.g., Development XI, Club 1st XI in Worcestershire Premier League, Birmingham League, Herefordshire County 1st XI ).
- Players continue to build on the abilities and attitudes they have developed in the County Age Group Programme and maintain a growth mindset and enthusiasm to learn and improve
- Cricketers who are proud to represent Herefordshire



# Batting – Confirmation & Transition Phase

- In addition to the building blocks established in the previous stages County batters should be able to
- Refine individual game plans and strengths.
- Construct and adapt innings in 40/50-over, T20, and multi-day formats.
- Demonstrate advanced shot-making (sweeps, ramps, power hitting).
- Perform consistently against high-quality bowling (swing, spin, pace).
- Show leadership: mentoring younger batters, tactical input during games.
- Demonstrate an inner drive to score runs at all times and in all situations.





# Bowling – Confirmation & Transition Phase

- In addition to the building blocks established in the previous stages County bowlers should demonstrate
- A refined, repeatable action under match intensity.
- Development of tactical awareness: setting fields, planning overs.
- Range of variations executed under pressure (e.g. yorker, slower ball, arm ball)
- Consistency against quality opposition.
- Physical robustness to handle adult cricket demands.
- Spinners to spin the ball hard and bowl at the correct pace to create drop, drift, bounce as well as turn

# Fielding – Confirmation & Transition Phase

- In addition to the building blocks established in the previous stages County fielders should demonstrate
- Consistency in specialist positions (slips, inner ring, boundary).
- Tactical awareness: cutting angles, game-saving stops.
- Leadership in the field – directing others, energy providers.
- High-intensity, repeatable fielding performance under pressure

# Wicket Keeping – Confirmation & Transition Phase

- In addition to the building blocks established in the previous stages County keepers should demonstrate
- Consistency in all conditions (pace, spin, swing).
- High-level glove skills: standing up, leg-side takes, difficult chances.
- Advanced tactical contributions: reading batters, advising captains.
- Leadership role: communication, energy, support for bowlers and fielders.
- Demonstrate an ability to have an influence on the game through their wicket keeping



# Satellite Emerging Players Programme

- This is for talented players aged 13-18 who demonstrate the potential to progress to a first-class county academy and/or play for the Herefordshire 1st XI
- Players will be selected who show the appetite and conviction to consistently train with intensity and passion
- We are a satellite of Worcestershire CCC

# EPP Outcomes

- We want players to have shown steady progress throughout their involvement on the EPP, across the following areas:

✓ Technical ability

✓ Tactical Awareness

✓ Mental Strength, evidenced through resilience, awareness of own game (to drive self-reflection and self-learning) and confidence

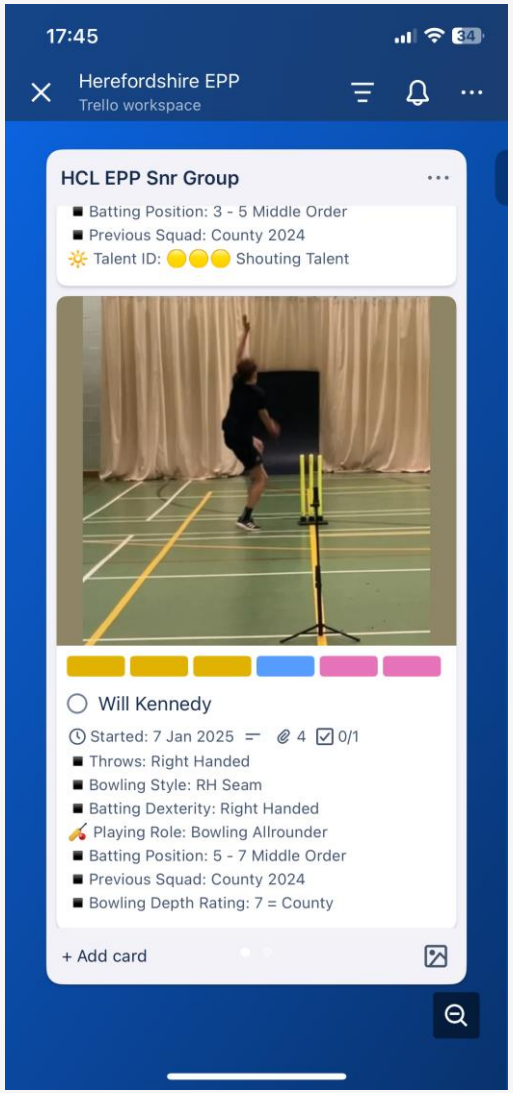
✓ Physical Competency

# Characteristics/values of a Herefordshire EPP Player

- CONFIDENCE: Playing with self-belief and confidence is vital to success. It's not everything but combined with calmness and smart thinking, is a powerful tool.
- The right MENTALITY: Does he want it enough? Want to be the best? Will he perform under pressure? Will he work hard at his strengths and weaknesses in a focused, determined way?
- RESILIENCE: Will he have the capacity to recover quickly from set backs and difficulties?
- SELF EVALUATION: Will he be objective regarding practice and performance?
- CONCENTRATION/PATIENCE/LISTENING: Practice sessions can be tedious, require focus and resilience, can he cope with that? And follow a specified program in and out of the sessions.
- SELF ORGANISATION: Important skills that help you manage time, tools and resources. Can the individual plan his own life/school/friends etc around the program?
- The ability to make an IMPACT on games

# Characteristics/values of a Herefordshire EPP Player cont…

- TCUP: Thinking correctly under pressure is the difference, can he make smart tactical, technical decisions at the correct time.
- GOOD SELF AWARENESS: Will he have the skill to focus on himself, his actions, thoughts, and strong life values.
- ADEQUATE TECHNIQUE: A player needs an adequate technique that will stand up to serious pressure from the opposition. Its not the ‘B all and end All’ and it’s also important to ask the question, ‘Does it work’?
- COMMITMENT: Vital for the selected players, will they dedicate themselves to the cause?
- FITNESS: A high level is crucial to success in the modern game, there will be a serious focus on this part of the game.
- LIFESTYLE MANAGEMENT: Are they disciplined away from the game? Do they eat well? Is their time management good?



# Development XI

- This teams sits between the U18s and the Herefordshire 1st XI
- Its purpose is to offer game time experience to players already in the 1st XI, players close to it, trialists and U18s looking to push on.
- Players in this team will demonstrate all of the attributes and characteristics from this document
- Above all they will have a desire to represent Herefordshire 1st XI with pride and commitment

# Values

Values to instill in players:

- EEP: Courage, Consistency and Togetherness
- CAG: Resilience, Respect, Enjoyment, Determination, Improvement (RREDI)

Values for running of programme:

- Positivity, Progress, Passion for Herefordshire



# Herefordshire Cricket Pathway

