

# **TALENT DEVELOPMENT FRAMEWORK**





Mark Lockett Photography

## Welcome

The **Talent Development Framework** is a set of tactical, technical, mental and physical attributes that the Performance Pathway Team at Devon Cricket expect to see at different stages of player development.

The **Talent Development Framework** forms only one part of the **Selection Criteria** that is followed when assessing players for County teams.

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# About Us



## Who We Are

“Developing a fun and enabling environment in which more people in Devon play and are involved in cricket.”

We are responsible for all recreational cricket in Devon.

## What We Do

Devon Cricket promotes and develops cricket at all levels in the county of Devon, distributes grants from the ECB to member clubs and organisations, and provides a variety of additional support and advice to member clubs and organisations.

# The Performance Pathway

The Performance Pathway is Devon Cricket’s elite talent development programme. The Performance Pathway is designed to develop the potential of Devon’s finest young cricketers with the aim of progressing to elite senior cricket.



\*Values may differ at Somerset CCC.

The diagram on *Page 3* illustrates the progression route through the Performance Pathway.

The below table explains the different levels within the Performance Pathway in ascending order. Existing age groups at each level are highlighted in bold. These are correct as of the 2023 season.

<div><h2>Youth Development Cricket</h2><p><i>YDC</i></p><p>Youth Development Cricket provides a level of cricket between Club and County Age Group Cricket, and aims to identify talented players within a structured environment.</p></div>	<div><table><tr><th>Boys</th><th>Girls</th></tr><tr><td>10s 11s</td><td>10s 11s</td></tr><tr><td>12s 13s</td><td>12s 13s</td></tr><tr><td>14s 15s</td><td>14s 15s</td></tr><tr><td>16s 17s</td><td>16s 17s</td></tr><tr><td>18s</td><td>18s</td></tr></table></div>	Boys	Girls	10s 11s	10s 11s	12s 13s	12s 13s	14s 15s	14s 15s	16s 17s	16s 17s	18s	18s
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<div><h2>County Age Group</h2><p><i>CAG</i></p><p>County Age Group Cricket is the second level within the Performance Pathway, and aims to further develop talented players identified within the pathway.</p></div>	<div><table><tr><th>Boys</th><th>Girls</th></tr><tr><td>10s 11s</td><td>10s 11s</td></tr><tr><td>12s 13s</td><td>12s 13s</td></tr><tr><td>14s 15s</td><td>14s 15s</td></tr><tr><td>16s 17s</td><td>16s 17s</td></tr><tr><td>18s</td><td>18s</td></tr></table></div>	Boys	Girls	10s 11s	10s 11s	12s 13s	12s 13s	14s 15s	14s 15s	16s 17s	16s 17s	18s	18s
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<div><h2>Emerging Player Programme</h2><p><i>EPP</i></p><p>The aim of the Emerging Player Programme is to identify and develop cricketers who have the potential to play National Counties cricket, join a County Academy or a First Class County.</p></div>	<div><table><tr><th>Boys</th><th>Girls*</th></tr><tr><td>10s 11s</td><td>10s 11s</td></tr><tr><td>12s 13s</td><td>12s 13s</td></tr><tr><td>14s 15s</td><td>14s 15s</td></tr><tr><td>16s 17s</td><td>16s 17s</td></tr><tr><td>18s</td><td>18s</td></tr></table></div>	Boys	Girls*	10s 11s	10s 11s	12s 13s	12s 13s	14s 15s	14s 15s	16s 17s	16s 17s	18s	18s
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*\*Girls Emerging Player Programme details to be confirmed in late 2024.*

# Pathway Philosophy

The primary aim of the Performance Pathway is to **IDENTIFY**, **DEVELOP** and **INSPIRE** high-potential young cricketers across Devon.

## U9s - U12s

### ENJOYMENT | AWARENESS

- › To encourage enjoyment, participation and gaining awareness of the different facets of the game.
- › Players to stay in their own YDC or CAG age groups, unless specific role opportunities dictate otherwise.
- › Players to be given as equal an opportunity as possible in a season. Rotation of players offering different match scenario roles will be the norm.
- › Aim to play various formats of cricket.
- › Aiding the transition of players along the Devon Cricket Performance Pathway in a smooth and transparent manner.

## U13s - U15s

### ENJOYMENT | AWARENESS | DEVELOPMENT

- › Begin the process of identifying (where appropriate) high potential and high performance players in the YDC and CAG squads.
- › Continue to provide as equal an opportunity as possible, for all YDC and CAG players through an adequate quantity of YDC and CAG training sessions and matches.
- › Continue to offer variation of roles in a team in the summer season. Begin to identify individuals for certain roles. Players to stay in their own age groups, unless specific opportunities dictate otherwise.
- › Aim to play various formats of cricket, including multi-day.
- › Aiding the transition of players along the Devon Cricket Performance Pathway in a smooth and transparent manner.

## U16s - U18s

### ENJOYMENT | AWARENESS | DEVELOPMENT | DEMONSTRATE

- › Designed for players that have genuine potential or to perform to a high level in a competitive environment.
- › Enable players (who may end up developing later) to stay in the system for longer.
- › Encourages players to play the highest level of competitive cricket available to them.
- › Begin to identify and execute primary roles within an age group and varying formats of cricket.
- › Aim to play various formats of cricket, including multi-day.
- › Aiding the transition of players along the Devon Cricket Performance Pathway and beyond in a smooth and transparent manner.

## 18s and over

### ENJOYMENT | AWARENESS | DEVELOPMENT DEMONSTRATE | EVIDENCE

- › For players that have genuine potential or to perform to a high level in a competitive environment.
- › Enable players (who may end up developing later) to stay in the system for longer.
- › Encourages players to play the highest level of competitive cricket available to them.
- › Begin to identify and execute primary roles within varying formats of cricket.
- › Aim to play various formats of cricket, including multi-day.
- › Aiding the transition of players beyond the Devon Cricket Performance Pathway in a smooth and transparent manner.

# Pace Bowling Framework

## Core Principles

**GRIP:** Thumb under the ball and on seam and fore finger and middle finger either side of the upright seam.

**RUN UP:** Rhythmical, balanced and aligned to the batter's off stump.

- › Head up, eyes level looking at the bowling target throughout the run up and action.
- › Jump and gather towards target.
- › Strong, tall and aligned (hips and shoulders) at back foot contact.
- › Maximum energy from the action transferred to ball at point of release.
- › Energy continues towards batter's off stump through to completion of action and follow-through.

## U9s - U12s

- › Awareness to bowl fast and take wickets.
- › Awareness of swinging and/or seaming the ball.
- › Awareness of importance of challenging the stumps.
- › Awareness of setting an appropriate field.

## U13s - U15s

- › Develop the ability to bowl fast and take wickets.
- › Develop the ability to swing and/or seam the ball.
- › Develop the ability to challenge the stumps.
- › Develop individual bowling plans.
- › Develop the ability to set an appropriate field.







## U16s - U18s

- › Demonstrate the ability to bowl fast and take wickets using different variations in a controlled manner.
- › Demonstrate the ability to swing and/or seam the ball.
- › Demonstrate the ability to challenge the stumps consistently.
- › Demonstrate individual bowling plans.
- › Demonstrate the ability to set an appropriate field.
- › Demonstrate the ability to adapt to match situations and conditions to make consistent match-influencing performances.

## 18s and over

- › Evidence the ability to bowl fast and take wickets using different variations in a controlled manner.
- › Evidence the ability to swing and/or seam the ball at will.
- › Evidence the ability to challenge the stumps consistently.
- › Evidence execution of individual bowling plans in varying formats.
- › Evidence the ability to set an appropriate field.
- › Evidence the ability to adapt to match situations and conditions to make consistent match-influencing performances.

# Spin Bowling Framework

## Core Principles

**GRIP:** Appropriate grip for leg spin or off spin.

**RUN UP:** Rhythmical, balanced and aligned to the batter's off stump.

- › Head up, eyes level looking at the bowling target throughout the run up and action.
- › Jump and gather towards target.
- › Strong, tall and aligned (hips and shoulders) at back foot contact.
- › Maximum energy from the action transferred to ball at point of release.
- › Energy continues towards target through to full completion of action (180°) and follow-through, creating lateral spin and dip.

## U9s - U12s

- › Awareness to spin the ball and take wickets.
- › Awareness of bowling at an appropriate pace.
- › Awareness of importance of challenging the stumps.
- › Awareness of setting an appropriate field.

## U13s - U15s

- › Develop the ability to spin the ball and take wickets.
- › Develop the ability to bowl at an appropriate pace.
- › Develop the ability to challenge the stumps.
- › Develop individual bowling plans.
- › Develop the ability to set an appropriate field.





## U16s - U18s

- › Demonstrate the ability to spin the ball and take wickets using different variations in a controlled manner.
- › Demonstrate the ability to bowl at an appropriate pace.
- › Demonstrate the ability to challenge the stumps consistently whilst attempting to deceive the batter in the air and off the pitch.
- › Demonstrate individual bowling plans.
- › Demonstrate the ability to set an appropriate field.
- › Demonstrate the ability to adapt to match situations and conditions to make consistent match-influencing performances.

## 18s and over

- › Evidence the ability to spin the ball and take wickets using different variations in a controlled manner.
- › Evidence the ability to bowl at an appropriate pace.
- › Evidence the ability to challenge the stumps consistently whilst attempting to deceive the batter in the air and off the pitch.
- › Evidence individual bowling plans.
- › Evidence the ability to set an appropriate field.
- › Evidence the ability to adapt to match situations and conditions to make consistent match-influencing performances.

# Batting Framework

## Core Principles

**GRIP:** Hands together, 'Vs' pointing down the spine of the bat.

- › Balanced and comfortable position with weight on balls of feet.
- › Head still and eyes level allowing the player to see the ball at release and throughout.
- › Positive pick up of the bat (toe of the bat pointing to the sky, with top hand in line with back hip) to allow a full bat swing.

**WEIGHT TRANSFER:** Head and front shoulder leading towards the line of the ball and maintained through contact.

- › Present full face of the bat to promote clean contact.

## U9s - U12s

- › Awareness to identify length with an understanding of decision making.
- › Awareness of contact points.
- › Awareness of how to effectively use hands in order to add/remove pace and manipulate the ball.
- › Awareness of ways to score runs.
- › Awareness of positive running between the wickets.





## **U13s - U15s**

- › Develop the skill to identify length and effectively play on front and back foot.
- › Develop the ability to create scoring opportunities against spin and pace.
- › Develop the ability and desire to make match-influencing performances.
- › Develop an understanding of contact points and their outcomes.
- › Develop clear and effective communication to aid positive running.

## **U16s - U18s**

- › Demonstrate the ability to identify length and apply appropriate shot selection against spin and pace.
- › Demonstrate ability to hit gaps with intent to maximise run scoring.
- › Demonstrate executing a game plan and an intent to score.
- › Demonstrate the skill to adapt to the match situation and positively influence the outcome of matches.

## **18s and over**

- › Evidence effective movements against the spinning, swinging and seaming ball.
- › Evidence an ability to hit gaps with intent, coupled with positive running to maximise run-scoring.
- › Evidence way of minimising threats and creating scoring opportunities.
- › Evidence of adaptability and finding appropriate scoring opportunities in varying match situations and/or pitch conditions.



# Wicket Keeping Framework

## Core Principles

- › Head in optimal position allowing player to see the ball throughout.
- › Establish a strong and balanced posture (Ready/ 'Z' position).
- › Weight on balls of feet.
- › Present a comfortable and maximal catching area with head and hands aligned.
- › Move laterally to the line of the ball.
- › Catch the ball with head and hands inline.

## U9s - U12s

- › Awareness of different types of catches.
- › Awareness of positioning required for different types of bowling on various surfaces.
- › Awareness to be involved in and influence the game.
- › Awareness of bravery and confidence required to stand up to the stumps.

## U13s - U15s

- › Develop ability to perform different types of catches.
- › Develop positioning for different types of bowling on various surfaces.
- › Develop ability to be involved in and influence the game.
- › Develop the bravery and confidence to stand up to the stumps.





## **U16s - U18s**

- › Demonstrate the ability to perform different types of catches and convert a growing percentage of wicket-taking opportunities.
- › Demonstrate the application of positioning for different types of bowling on various surfaces with presence, resilience and courage.
- › Demonstrate a physical robustness to consistently repeat wicket-keeping skills.
- › Demonstrate the ability to impact games tactically by providing relevant information to fielders, bowlers and captains.

## **18s and over**

- › Evidence the ability to perform different types of catches and convert a growing percentage of wicket-taking opportunities under a variety of pressures.
- › Evidence the application of positioning for different types of bowling on various surfaces with presence, resilience and courage, whilst consistently executing wicket-keeping skills.
- › Evidence a physical robustness to consistently repeat wicket-keeping skills.
- › Evidence the ability to impact games tactically by providing relevant information to fielders, bowlers and captains.

# Fielding Framework

## Core Principles

- › Dynamic movement towards the batter (walking in).
- › Establish a strong and balanced ready position.
- › Decisive, balanced and controlled movement towards the line of the ball in an attacking manner.

### THROWING

- › Wide base with feet (70%-80% of body height).
- › Full arm span.
- › Side on to the target
- › Hold the ball across the seam.
- › Back hip and shoulder of throwing arm power towards the target.

### GROUND FIELDING

- › Low and side on squat position at pick up.
- › Back foot behind the line of the ball.
- › Gather the ball level with front foot.
- › Watching the ball throughout.

### CATCHING

- › Weight on balls of feet.
- › Present a comfortable and maximal catching area with head and hands aligned.
- › Move laterally to the line of the ball.
- › Catch the ball with head and hands inline.





## U9s - U12s

- › Awareness of how to create wicket-taking chances through actions in the field.
- › Awareness to perform different types of catches.
- › Awareness of the need to be ready to field the ball every ball.
- › Awareness of the need to attack and release the ball quickly.

## U13s - U15s

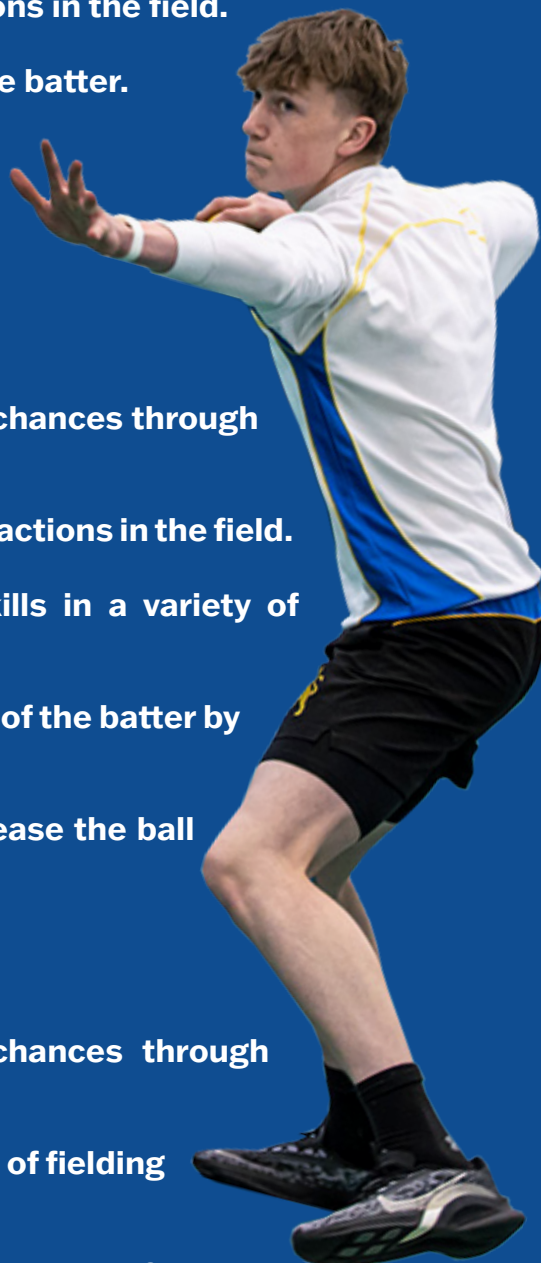
- › Develop the ability to create wicket-taking chances through actions in the field.
- › Develop the ability to perform a variety of catches.
- › Develop a desire to influence the game with actions in the field.
- › Develop the ability to anticipate the actions of the batter.
- › Develop a desire to attack, pick up and release the ball quickly to effect run-outs and limit run-scoring.

## U16s - U18s

- › Demonstrate the ability to create wicket-taking chances through actions in the field.
- › Demonstrate a desire to influence the game with actions in the field.
- › Demonstrate the ability to perform fielding skills in a variety of positions and pressures.
- › Demonstrate the ability to anticipate the actions of the batter by moving appropriately.
- › Demonstrate a desire to attack, pick up and release the ball quickly to effect run-outs and limit run-scoring.

## 18s and over

- › Evidence the ability to create wicket-taking chances through actions in the field.
- › Evidence the capability of delivering a wide range of fielding skills in a variety of positions and pressures.
- › Evidence a desire to influence the game with actions in the field.
- › Evidence the ability to anticipate the actions of the batter by moving appropriately.



# Teamwork Framework

This framework describes the skills needed to create a cohesive environment with a common ethos and goals, pivotal to success in any team sports.

## U9s - U12s

- › Awareness of the need to create a positive and welcoming environment.
- › Awareness of the importance to be self-reliant.
- › Awareness of the need to cope with success and failure.

## U13s - U15s

- › Develop the skills needed to create a positive and welcoming environment.
- › Develop the ability to communicate effectively with teammates and coaches.
- › Develop the ability to self-manage before, during and after training and matches.
- › Develop the ability to enjoy successes (own, others' and the team's).
- › Develop the ability to engage in the team ethos and beliefs.



*Mark Lockett Photography*



*Mark Lockett Photography*

## U16s - U18s

- › Demonstrate the skills needed to create a positive and welcoming environment.
- › Demonstrate the ability to effectively communicate with teammates and coaches, and to think independently.
- › Demonstrate the ability to be disciplined before, during and after training and matches, whilst setting an example to teammates.
- › Demonstrate the ability to self-motivate and encourage others.
- › Demonstrate maturity and leadership.
- › Demonstrate the ability to support and encourage teammates, and enjoy the ability to enjoy successes (own, others' and the team's).

## 18s and over

- › Create a positive and welcoming environment.
- › Evidence the ability to effectively communicate with teammates and coaches, and to think independently.
- › Evidence self-motivation and discipline before, during and after training and matches, whilst setting an example to teammates.
- › Evidence leadership skills.
- › Enjoy and celebrate successes.

# Performance Pathway Team



**Sandy Allen**  
*Pathway Manager*

Oversees player development and talent identification between the ages of 10 and 18 in the Performance Pathway.

Sandy is the main point of contact for the Performance Pathway at County Age Group level and above.

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**Paul Heard**  
*Assistant Pathway Coach*

Assists player development and talent identification between the ages of 10 and 18 in the Performance Pathway.

Paul is the main point of contact for the Performance pathway at Youth Development Cricket level.

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# Thank You



## Thank You

Thank you for taking the time to read Devon Cricket's Talent Development Framework.

You will now hopefully have a better understanding of the tactical, technical, mental and physical attributes the Performance Pathway Team expect to see at different stages of player development.

For any further information, please contact our Performance Pathway Team (see previous page).

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