

BTEC

HIGHER NATIONALS

Sport and Exercise Science



Higher National
Diploma Lvl 5

Unit 17: Talent Identification & Development

Unit code	J/616/1690
Unit level	5
Credit value	15

Introduction

There is a worldwide industry in talent identification and development, and many people are employed in finding gifted individuals and developing the talent they possess. Talent identification is big business, from sports through to art and education; researchers in all domains are attempting to find a way to identify the best in their field. However, finding the most effective and efficient talent identification method is a complex and ever-changing task, in particular within the sport industry.

This unit starts with exploring the aim, structure and purpose of talent identification and development within sport. In doing so, the Learning Outcome aims to justify the effectiveness of talent identification and development, and the need for it in elite sport. The second Learning Outcome focuses on the key predictors used in sport identification and the key factors within talent development, in particular the impact of technology.

The unit then requires students to review talent identification and development programmes of their choice, analysing the strengths and weaknesses of the programme with regard to aim, predictors used, structure, monitoring techniques and technology used. From reviewing talent identification and development programmes, students will be in a position to plan a sports identification and development programme for a sport of their choice. The plan will have to include aims, scale of the programme, justification of predictors, tests used and structure of programme.

On completion of this unit, students will not only have knowledge and understanding of talent identification and development in sport, but will have the capability to review the effectiveness of talent identification and development programmes, and identify factors that impact on success. The skill of reviewing and analysing processes and policies within sport is a much sought-after skill in the sporting industry. Likewise, is the ability to coherently plan, especially when planning a talent identification and development programme, which this unit will also provide experience in. Planning is imperative in all aspects of sport, from coaching and teaching to policy making and running an event.

Learning Outcomes

By the end of this unit students will be able to:

1. Explore the aim, structure and purpose of talent identification and development
2. Discuss key predictors and factors in talent identification and development
3. Review talent identification and development programmes in a chosen sport
4. Plan a talent identification and development programme for a chosen sport.

Essential content

LO1 Explore the aim, structure and purpose of talent identification and development

Types of talent:

Uni-dimensional talent

Multi-dimensional talent

Uni-sport talent

Multisport talent

Aim and purpose:

Talent identification: identify ability and potential

Nature: muscle fibres, height, body type

Talent development: develop talent

Nurture: experiences, high-quality coaching

Justification of talent ID and development programmes

Structure:

Scale of programme: catchment area, age range

Format

Phases and stages

Timescale

Target and goal setting

Criteria

LO2 **Discuss key predictors and factors in talent identification and development**

Key predictors:

Natural selection

Scientific selection

Physical (anthropometric): height, weight, muscle girth, somatotype, muscle fibre type

Physiological: aerobic endurance, anaerobic power, agility, flexibility

Sociological: parental support, practice opportunities, education, socio-economic class, peers

Psychological: confidence, concentration, anticipation, decision-making, game intelligence

Skills: general motor skills, technical and tactical skills

Key factors:

Technology: analysis, testing, GPS

Injuries

Pressure

Specific requirements of different genders and different age groups

Sport and position specific

LTAD

Tests used: suitability, reliability, validity

LO3 **Review talent identification and development programmes in a chosen sport**

Talent identification programmes:

Discover your Gold

Girls4Gold

Start programme

Talent ID programmes internationally: Canada, Australia, USA, China

Talent ID sport-specific programmes: rugby, football, netball, rowing, waterskiing, basketball

Talent development programmes:

Performance Pathway

World Class Podium Potential

TASS (Talented Athlete Sponsorship Scheme)

LTAD (Long Term Athlete Development)

Talent Development Programme within the England Talent Pathway

Talent Development Programmes internationally: Canada, Australia, USA, NZ, China

Talent Development Programmes, sport-specific: rugby, football, netball, rowing, waterskiing, basketball

Review:

Aims

Monitoring techniques

Barriers

Success

Predictors used (suitability to the sport)

Tests used (suitability to the sport)

LO4 Plan a talent identification and development programme for a chosen sport

Planning requirements:

Aims and objectives

Stages and phases

Natural and/or scientific selection

Criteria required for selection: physiological test scores, physical characteristics

Scope of programme

Timescale

Funding

Key predictors: speed, arm length, body type

Justification of key predictors: specific to chosen sport and position

Suitability for age and gender

Organisations involved: NGBs, support systems, clubs, governments

Monitoring techniques

Use of technology

Sport requirements

Tests used: agility test, one-rep max

Resources required

Position specific

End outcome

Future suggestions:

Further use of analysis and technology

Cross-sport talent ID: multi-dimensional talent ID

A generic model for talent ID and development: not sport specific
(only late into the development stage the athlete determines which sport he/she is best suited to)

Reconsider age brackets of talent ID programmes

More talent ID and development programmes for sport coaches

Learning Outcomes and Assessment Criteria

Pass	Merit	Distinction
LO1 Explore the aim, structure and purpose of talent identification and development		D1 Justify the need for talent identification and development programmes within sport, with reference to nature and nurture
P1 Explore the aim and purpose of talent identification and development programmes P2 Assess the structure of talent identification and development programmes	M1 Differentiate aims, purpose and structure of talent identification programmes to talent development programmes	
LO2 Discuss key predictors and factors in talent identification and development		D2 Critically analyse the impact technology has had on talent identification and development
P3 Discuss key predictors in talent identification. P4 Investigate key factors within talent development	M2 Compare the effectiveness of natural and scientific selection within talent identification M3 Evaluate the impact of key factors on talent development programmes	
LO3 Review talent identification and development programmes in a chosen sport		D3 Critically evaluate the talent identification and development programme, including the success of the programmes
P5 Review a talent identification programme within sport P6 Review a talent development programme within sport	M4 Examine the suitability of the key predictors used in the talent identification programme M5 Assess the suitability of tests, criteria and stages used in the talent development programme	
LO4 Plan a talent identification and development programme for a chosen		D4 Suggest innovative alternatives and creative ideas for future talent identification and development programmes
P7 Plan a talent identification programme for a chosen sport P8 Plan a talent development programme for a chosen sport	M6 Justify the plan of the talent identification and development programme in reference to age, gender, sport and position	

Recommended resources

Textbooks

BAKER, J., COBLEY, S. and SCHORER, J. (2012) *Talent identification and development in sport: International perspectives*. Routledge.

BAKER, J., COBLEY, S., SCHORER, J. and WATTIE, N. (2017) *Routledge handbook of talent identification and development in sport*. Routledge.

Journals

Journal of Sport Sciences

Websites

www.uk sport.gov.uk/our-work/talent-id

UK Sport

Our work – Talent ID

General reference

www.eis2win.co.uk

EIS

Performance Pathways

General reference

Links

This unit links to the following related units:

Unit 9: Biomechanics

Unit 10: Technology in Sport