

2018 Carding – Swimming

(Excerpts from Singapore HPS Handbook)

Background – Why is the system in place

1.1 Singapore’s HPS System The backbone of Singapore’s High Performance Sports (HPS) system is the HPS Pathway, which is based on the principles of Long-Term Swimmer Development (LTAD), recognising the commitment a swimmer makes to long-term training and competitive programs. The 3 key purposes:

- i) Sustained sporting success at each level of Major Games,
- ii) Developing the sports talent pipeline and
- iii) Community contribution of supported Swimmers.

In short for the HPS pathway to be successful we must first be diligent in the method swimmers are selected into the pathway, then assessment to remain in the pathway made on the principle of progression toward target milestones of the NSA High Performance and Multi-Year Sports plans. LTAD starts long before a swimmer enters the HPS pathway, and for SSA to attain success at Major Games we must consider carefully what each level of the pathway means to build a sustainable sports talent pipeline. It’s not just about the numbers within each level, it’s about who these swimmers are and, what opportunities exist to create a foundation for sustained long-term development toward the pinnacle championships.

2.1 Eligibility Criteria for HPS Pathway Support (Carding)

Nominees for the HPS pathway must be Singapore citizens who are of good character and eligible to represent Singapore in Major Games and/or significant Asian/World Championships that are sanctioned by the respective International Sport Federations.

Consideration for HPS pathway support is based on the profile of the past 12 months (for swimming 1 Nov to 31 Oct) performance or the potential to achieve at the Major games. Potential is assessed on the swimmer’s performance profile and **not** on any single point of achievement during the assessment period. All carded swimmers are subject to performance over multiple data points to demonstrate sustained or progress toward targeted KPI’s that they receive the carding level for. (See Carding Selection Criteria for current year section 2.3).

There is a finite number of cards allocated to sports each year. Swimming has 70 for FY 2018. Cards are awarded on a top-down fashion until all cards are exhausted. There are 5 levels of priority:

Level 1, 2, 3 (Elite) Level 4, L4P (Developmental). (See 2.3 breakdown of criteria below)

Any cards remaining for L4P will be allocated equally to males and females, if an uneven number available, remaining card will go to highest averaged 3 point event score as per carding criteria below, male or female.

NOTE: SSA is not required to nominate for all cards should criteria not be met.

2.2 Carding Criteria

All criteria are based on current environments in the national, regional and international swimming landscape but maintain the principle of providing opportunity for long-term swimmer development toward Major Championship goals. To stay competitive within Asia and the World, SSA's selection criteria follows the following system (only Olympic Events accepted for criteria in L4 and L4P):

- Carding levels are divided into two sections of consideration, youth and senior development (L4 and L4P), youth and senior elite (L1-L3). Although distinction between youth and senior within the levels can be misleading, only one level L4P is currently restricted by age limit. L4P is restricted to swimmers 18 years and younger.
- Youth development and youth elite swimmers are aged 18 years and younger throughout the carding period, senior development and senior elite swimmers are over 18 years of age.

2.3 Card Ranking Priority and Selection Criteria:

- Level 1: Top 8 ranking in the World (ranking as of Oct 31, 2 swimmers per nation) ANEX 1.
Level 2: Time equal to or faster than the 6th Place finish at the **current** Asian Games. ANEX 2.
Level 3: Time equal to or faster than the 4th place finish at the **current** SEA Games. ANEX 3.
*Level 4: First Time Entry and General Classification - Average of three highest FINA point scores.
- (Minimum average 650 – 3 different Olympic events)
 - One of the Olympic events must include at least one of 200m IM, 400m IM, 400 Free or 800m Free (Women) / 1500m Free (Men)
- *Level 4P: Average of the three highest FINA point scores.
- (Minimum average 600 – 3 different Olympic events)
 - One of the Olympic events must include at least one of 200m IM, 400m IM, 400 Free or 800m Free (Women) / 1500m Free (Men)

2.4.1 L1-L3 Youth and Senior Elite Carded Swimmer Maintaining Criteria.

For Senior Elite – No Assessment is made on a single qualifying criterion. Each swimmer must present multiple data points (minimum of 3) that reflect continued progress toward the criteria for the Major Games the level of achievement represents. (See ANEX 1-3)

Minimum Requirement per Level 1-3

Level 1 – Achievement of Criteria and demonstrated potential and commitment to sustain the level.

Level 2 – 3 Hard Data Points at 6th Place finish at the **current** Asian Games

Level 3 - 2 Hard Data Point plus 1 at 1% 4th place finish at the **current** SEA Games

If the swimmer fails to retain the requirements of their current carding level they will drop to the next carding level (L1-L3). Senior elite swimmers who fail to attain any required qualifying criteria for L1-L3, will have a one-time, 1 year period at L4 to regain at least L3 carding level, after that time they will be assessed on an individual basis by SSA to review future nomination to the carding program.

For Youth Elite – No Assessment is made on a single qualifying criterion. Each swimmer must present multiple data points (minimum of 3) that reflect continued progress toward the criteria for the Major Games the level of achievement represents. (See ANEX 1-3)

Minimum Requirement per Level 1-3

Level 1 – Achievement of Criteria and demonstrated potential and commitment to sustain the level.

Level 2 – 3 Hard Data Points at 6th Place finish at the **current** Asian Games

Level 3 - 2 Hard Data Point plus 1 at 1% 4th place finish at the **current** SEA Games

If the swimmer fails to retain the requirements of their current carding level they will drop to the next carding level (L1-L3). Youth Elite swimmers who fail to attain any required qualifying criteria L1-L3 during this extended 1 year period they will be dropped to L4.

Youth Elite L1-L3 that drop back to L4 carding will be considered “On Track” and must maintain the requirements as specified for L4 below to remain in L4. This criterion will remain in place:

- Until the swimmer performs at the L3 level and will be carded accordingly in the next season, or
- Until the swimmer ages out to Senior status at which time they will have a maximum of 1 year to achieve L3 requirements, or
- Review by SSA on individual basis determines future nomination to the carding program.

NOTE: No Senior swimmer can be carded at the L4P level

No Youth swimmer who has progressed to the Elite Carding Levels L1-L3 can drop back to L4P level.

2.4.2 Current L4 Carded Swimmers Classifications and Maintenance Criteria.

“**General Classification**” swimmers are those entering first time into the carding system and meeting the general selection criteria as stated above or have **progressed** out of the L4P carding level to L4. Swimmers can remain in the “General Classification” category for up to 5 years (age dependant), it is expected to see progress toward the “On Track” category within this time-period. To remain in the “General Classification” category swimmers must maintain at minimum the selection criteria requirements as listed above (2.3 Level 4)

“**On Track**” swimmers have shown significant progress toward Major Games selection.

- Those swimmers 18 years and under are considered Youth Development
- Those over 18 are Senior Development.

“**On Track**” **Youth Development** swimmers must continue to show progress toward Major Games selection and be within 1% of the SEA Games 4th place time in an Olympic Event within the designated selection period. ANEX 3.

- If the swimmer does not have an individual Olympic Event within 1% of the SEA Games 4th place time (ANEX 3) they must sustain the first-time/general classification requirements (Average 3 Olympic Events FINA Points over 650) attained during designated carding selection period, to remain in L4.
- Youth Development L4 carded swimmers who have not progressed to L1-L3 status, can fall back to L4P for a maximum of 2 years before review to be further nominated to the carding program, unless:
- They age out of Youth status (Over 18 years at any time in the carding period)

“**On Track**” **Senior Development** swimmers must continue to show progress toward Major Games selection and be within 1% of the SEA Games 4th place time in an Olympic Event within the designated selection period (ANEX 3). A Senior Development swimmer that has not progressed to the L1-L3 levels can maintain carding for a maximum of 1 year at the 1% of the SEA Games 4th place

time (ANEX 3), after that time they will be assessed on an individual basis by SSA to review future nomination to the carding program.

Note: From the total 70 cards available for FY 2018, priority starts with L1 to L3 levels, then L4 with the remaining places filled with L4P. All swimmers will be ranked as per the carding criteria and nominated based on availability of carding places.

3.1 Injuries, Illness and NS disruption to full time training loads. Previous years carding will be accepted on the following conditions:

Medical Illness and Injuries treated by and or followed by Spex Medical Support, followed by a monitored rehabilitation and progressive return to training loads will retain the same carding criteria for up to 2 years after which assessment and review case by case to be conducted by SSA to determine future nomination to the carding program.

The guidelines for the NS men are delineated into those who are in the Sportsman scheme and those who are not.

- Those who are in the Sportsman Scheme must come out to practice and maintain the designated training hours set by their emplacement. If they stop going to practice during this time on their own volition, they will be dropped from carding and will be dropped from the Sportsman Scheme.
- NS serviceman not in the Sportsman Scheme, with disrupted training will use / maintain the carding level achieved in the season prior to Enlistment for the first year, provided they show commitment to maximizing any training and competition opportunities that their enlistment emplacement allows. On the following carding year and post ORD, should Serviceman be unable to perform at their carding level, their carding level will be adjusted according to criteria for their second year onwards.

To note:

- All Individuals will be reviewed yearly on a case by case basis by the NSA

4.1 How the Process Works

1. SSA nominates all eligible swimmers / renewals to SSI based on the selection criteria by Nov 30.
2. SSA enters all data into the application system – ICAN
3. Swimmers already carded for the previous season are required to ensure all their personal data, targets and achievements for the year are updated by 15 Dec in ICAN **and** by answering requests from SSA for specific details.
4. 1st Feb In-principle Carding Offer sent out and swimmers required to (by 15 March):
 - a. Undergo Medical Clearance for new swimmers / every other year for renewed swimmers (to be directed by SSA)
 - b. Complete online Swimmer Induction Quiz and update iCan system with latest details
 - c. Accept Swimmers Agreements on ICAN
 - d. Signs and returns the SSA Swimmer Agreement
5. 1st April Confirmed Carding Offer.

NOTE: All carding offers (new or renewals) will be sent to swimmers directly based on contact information provided in ICAN on **FEB 1**. No swimmer, club, coach or parent will receive any earlier notification than this date.

5.1 What Carded Swimmers Receive

Upon confirmation of carding, swimmers can benefit from financial support and access to SSI support services appropriate to their level of carding. (See [SSI High Performance Sports Programme and Services Handbook](#) for more details section 1.4)

Carding is also the first step toward enhanced levels of support for swimmers on track to excel at the Major Games Levels – Asian and World Levels. The Sports Excellence Scholarship (spexScholarship) is competitive and supports talented swimmers who:

- Demonstrate potential for further development along the HPS Pathway
- Able to commit to the demands of a full-time training load and
- In medal contention for a Major Games

HPS Pathways' objective is to produce World Class, Olympic calibre swimmers and the Support Schemes in place beginning with Carding are to provide assistance to swimmers so they can maintain the needed high level training and competitive programs to sustain continued progress toward these long-term goals.

6.1 Responsibilities of the Swimmer, Personal Coach and/or Club during the Carding Cycle

To ICAN:

SSA monitors all carded swimmers to ensure they are fulfilling their responsibilities toward training and competition.

Swimmers must update achievements quarterly in ICAN and update iCan system with latest details.

To SSA:

Each carded swimmer will be responsible to work with their coach to maintain the requirements within a carding season. Although working with your coach, responsibility is on the swimmer to ensure all timelines are met for submission. This includes:

1. On Acceptance of the Carding Level -

- Swimmer identifies Personal Coach and Club (Must be current coach who will be responsible to train you in the carding year)
- Swimmer AND Personal Coach must submit an Individual Swimmer Training and Performance Plan (IATPP), including a basic weekly training schedule (ie. Training Sessions attending per week. Training sessions include pool session, strength and conditioning, land and cross training.) The IATPP is a periodization of the season leading up to peak performances and their expected outcomes. This plan emphasizes competitions for the season – club and national and international, training cycles and their progression toward peak performance, training camps and their expected outcomes and in-house testing to help map and monitor the swimmer throughout the season). NTC Head Coach will submit plans based on the NTC Operational Plan. Coaches are encouraged to seek help from the HPM or TD of SSA for assistance in developing these plans and their execution.
- Describe any training or competition breaks expected in the year. A training break is anything that disrupts regular training hours eg. Travel meets not necessarily under SSA, vacation, school study break, or retirement. Include your exam schedule as soon as available and intended study / training plan during this time.

- Submit your teams training policy that describes the number, type and duration of training sessions made available to each swimmer at the club per week and the number of weeks offered throughout the year.
- Submit any policy in regards to suspending training due to HAZE levels.
- If you are an NCAA swimmer, you must have your compliance office send notice that you can accept the SPEXTag funding assigned to your carding level in order to receive any payments from SSA.

NOTES:

- i. Training is not necessarily all pool time, dryland and cross training constitutes training and because each swimmer needs to provide us with their actual weekly training plan they must show where they are dedicating what time to what activity and relevance to the seasonal outcomes. It is important to note that pool time will remain the predominant factor justifying relevant training hours. Receipt of this information also provides an educational opportunity for the coaches to interact with SSA and get input / help designing a better plan given any restraints they may have.
- ii. Swimmers that do not provide an adequate training plan, age and performance level appropriate for the progression they are targeted toward will be reviewed by SSA/SSI to determine suitability to the HPS program. (see below for weekly Training requirements)

2. During the Year

- Swimmer / Club to submit meet results to SSA **on conclusion** of any meet participated in not conducted by SSA. Times that are not in the database by Oct 31 of the year under review, will not be used for assessment of the new carding period.
 - All Meet results to be sent directly to Jessica Chua via email at Jessica.chua@swimming.org.sg
- Submission of attendance – for payment of SpexTag (funding allocation based on carding level)
 - **Swimmers** - Are required to complete a daily questionnaire post each practice attended, the questionnaire is a simple logbook of training. A link to the questionnaire will be sent to each swimmer that can be accessed on their mobile phone. The questionnaire will take no more than 5 minutes. Its content provides evaluation information to SSA and SSI for monitoring of the training process. The swimmer will have access throughout the week to complete any missed questionnaires. This will automate the practice attendance requirement. It is the swimmer's responsibility to complete daily.
 - **Coaches / Club Officials** - Required to submit Quarterly web-based monitoring reports to SSA for the entire carding period. NTC Head Coach will submit reports based on the NTC Operational Plan.
- All swimmers and coaches will be required to submit testing data as requested by SSA/SSI for evaluation and tracking purposes at various times throughout each season.
- All Personal Coaches of carded swimmers will be expected to attend Carded Coaches Meetings as determined by Singapore Swimming Technical Director / High Performance Director.

Any carded swimmer not meeting these requirements are subject to review. Should the review provide a negative result, a recommendation for withdrawal of carding privileges will be made to Sport SG.

Carding privileges may be removed for the following reasons:

- Training attendance falling below 80% (based on 20 hrs per week L1-L4 carded swimmers and 16 hrs week for L4P carded swimmers) within a 6-month period. (Including periods taken off for extended study and unreasonable personal vacation time affecting continuous training blocks). Any absences resulting in attendance falling below 80% must be medically certified.

NOTE: Injuries incurred from accidents unrelated to the swim training process, for example if you break your leg on a family skiing vacation will not be accepted as excused absences and will result in loss of carding and services if they disrupt the regular training program. Additionally, all medical expenses for non-swimming related injuries will be borne by the swimmer and NOT carding services.

- Failing to maintain or submit required documents by the specified time periods. (These documents include training program and competition schedule, school and exam calendar, submission of meet results and updating required information in ICAN quarterly.)

Upon signing the swimmer agreement, it becomes your responsibility to keep up with requirements to maintain the privileges within each level of carding. This applies to **ALL** swimmers locally and internationally based.

7.1 Attainment L4 and L4P for 2018

The base of swimmers in this carding level has the expectation to develop toward the first Major Games Level (SEA Games) and their potential to further progress through the pipeline to L1 (World Ranking, Olympic Medallist). Swimmers that are exposed to a diverse development program that focuses on attainment of a wide range of skills are proven world-wide to have the best opportunity for long-term success. It is essential that the Singapore swimming fraternity adopts this path to keep up with her neighbours and the world. Specialization at a young age is what robs young swimmers of reaching their true potential and ultimately places a ceiling on a nations ability to produce swimmers to represent at the highest level. If we consider who are Singapore's most elite swimmers today, each of them have the capacity to perform across many events and are only now beginning to specialize, case in point Joseph Schooling, Quah Zheng Wen and Quah Ting Wen. So who are our next generation of swimmers when we look to Tokyo 2020 and beyond?

To address diversity of skill acquisition and development models that place more emphasis on ability to perform across a range of events we have taken the following step:

Carding 2018/ 2019 -

- Selection into and sustaining L4P will be based on an average FINA score of three (3) Olympic events. (Only the 50m freestyle will be accepted as a 50m event).
- Initial selection into L4 and sustaining at the general classification level will be based on an average FINA score of three (3) Olympic events. (Only the 50m freestyle will be accepted as a 50m event).
- One of 200IM/400IM/400Free/1500Free (M) / 800 Free (W) is a **required** event of the 3-event average score for L4P carding, initial and general classification L4 carding.

- A minimum average score of 600 will be the cut-off for L4P and a minimum average score of 650 will be the cut-off for L4.
- Cards will be distributed based on availability and criteria will determine the L4 and L4P category
- L4P swimmers must be 18 years or younger at the time of initial carding.

Carding 2019/2020 (Potential Changes)

- L1 will move towards 8th Place at World Championship (LCM)/Olympics (if the games occur during the year of carding) or current World Top 8 ranking.
- L2 will move towards 6th Place at Asian Games (if the games occur during the year of carding) or Seasonal Asian ranking (1 Sept- 31 Aug)
- L3 will move towards 3rd Place at SEA Games (if the games occur during the year of carding) or Seasonal SEA ranking (1 Sept- 31 Aug)
- L1-L3 will be considered Elite with no age limit only performance indicators
- L4 and L4P will be restricted to Junior and Youth Development Swimmers 18 years and younger
- Increase in the minimum average FINA scores for L4 and L4P that reflect progress on a National Level within the swimming fraternity.

In time, further consideration will be given to defining how selection is made into this carding level to ensure these swimmers continue to close the gap against their international peers and improve the base in which Singapore's future Olympic Medallists will develop. From these initial changes in the SSI carding selection system we can now challenge the pathways that develop Singapore's Swimming Youth, to provide better opportunities for them to develop toward requirements needed to enter the HPS pathway and enhance future success in the sport.

ANEX 1.

Women	Event	Men
Top 8 World Ranking (2 per nation)		Top 8 World Ranking (2 per nation)
24.48	50 Fr	21.69
52.94	100 Fr	48.11
1:55.96	200 Fr	1:45.74
4:06.03	400 Fr	3:45.56
8:25.08	800 Fr	
	1500 Fr	14:54.95
59.23	100 BK	53.38
2:07.19	200 BK	1:55.79
1:06.53	100 BS	59.12
2:22.74	200 BS	2:08.37
57.29	100 Fly	51.06
2:07.06	200 Fly	1:54.91
2:09.98	200 IM	1:56.90
4:35.93	400 IM	4:12.65

ANEX 2.

Women		Event	Men	
Asian Games 2014 6 th Place	1%		Asian Games 2014 6 th Place	1%
0:25.72	0:25.98	50 Fr	0:22.91	0:23.14
0:56.18	0:56.74	100 Fr	0:50.41	0:50.91
2:02.05	2:03.27	200 Fr	1:50.42	1:51.52
4:18.13	4:20.71	400 Fr	3:55.52	3:57.88
8:44.47	8:49.71	800 Fr		
		1500 Fr	15:31.67	15:40.99
1:02.21	1:02.83	100 BK	0:55.73	0:56.29
2:14.69	2:16.04	200 BK	2:04.54	2:05.79
1:09.79	1:10.49	100 BS	1:01.60	1:02.22
2:27.53	2:29.01	200 BS	2:12.53	2:13.86
0:59.48	1:00.07	100 Fly	0:53.17	0:53.70
2:14.26	2:15.60	200 Fly	1:59.93	2:01.13
2:15.27	2:16.62	200 IM	2:02.80	2:04.03
4:44.49	4:47.33	400 IM	4:24.12	4:26.76

ANEX 3.

Women		Event	Men	
Sea Games 2017 4th	1%		Sea Games 2014 4th	1%
25.67	25.93	50 Fr	23.07	23.30
56.05	56.61	100 Fr	51.27	51.78
2:02.62	2:03.85	200 Fr	1:51.22	1:52.33
4:19.31	4:21.90	400 Fr	3:54.64	3:56.99
8:58.68	9:04.07	800 Fr		
		1500 Fr	15:45.31	15:54.76
1:05.03	1:05.68	100 BK	56.91	:57.48
2:20.07	2:21.47	200 BK	2:03.23	2:04.46
1:11.01	1:11.72	100 BS	1:02.56	1:03.19
2:34.07	2:35.61	200 BS	2:15.84	2:17.20
1:00.70	1:01.31	100 Fly	53.85	:54.38
2:15.05	2:16.40	200 Fly	2:01.16	2:02.37
2:17.62	2:18.99	200 IM	2:04.63	2:05.88
5:01.45	5:04.46	400 IM	4:27.06	4:29.73