



## FY 2019 Carding – Swimming

### **(Excerpts from Singapore HPS Handbook)**

#### Background – Why is the system in place

##### **1.1 Singapore's HPS System**

The Singapore High performance Sport (HPS) system endeavours to be fully behind every Team SG athlete to support them on their journey of sporting excellence. The Singapore HPS system aims to develop an athlete-centric environment that allows each athlete to fulfil their sporting aspirations, inspiring the Singapore Spirit and uniting the Nation. The purpose of spexCarding is to:

- i) Optimising Potential
- ii) Targeting Resources
- iii) Sustained Success

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. Athlete must have an athlete profile in SportSync with his/her annual training and competition plan uploaded to the platform and has an identified primary coach. They are also required to accept and adhere to "spexCarding Athlete Agreement" and "sport-specific agreement".

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 in the table below).

There is a finite number of cards allocated to sports each year. Swimming has 60 for FY 2019. Cards are awarded on a top-down fashion until all cards are exhausted.

There are 7 levels of priority:

E1/E1P, E2/E2P, E3/E3P (Elite), Youth (Developmental)

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 described in the table.

- Carding levels are divided into two sections of consideration, youth development (Youth), and senior elite (E1-E3). Although distinction between youth and senior within the levels can be misleading, only one level; Youth development Level, is restricted by age limit (18 years old and below)
- Based on the new SSI framework, Spexscholars has a separate carding requirement apart from the other athletes.

## **2.3 E1-E3 Youth and Senior Elite Carded Swimmer Maintaining Criteria.**

If the swimmer fails to retain the requirements of their current carding level will drop to the next carding level (E1-E3P). Senior elite swimmers who fail to attain any required qualifying criteria for E1-E3, will have a one-time, 1-year period at E3P to regain at least E3 carding level, after that time they will be assessed on an individual basis by SSA to review future nomination to the carding program.

Athlete carded at "P" (E1P/E2P/E3P) must show continuous progression towards the major game (targeted at the level) in order to maintain at that carding level. Failure to do so, will be dropped from that carding level.

### **2.3.1 Current Youth Carded Swimmers Maintenance Criteria.**

Swimmers that entering first time into the carding system and meeting the general selection criteria as stated in the carding criteria have up to 5 years (age dependant) to progress to the next level (E1-E3P).

### **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. Future carding nomination will be review on a case by case basis.

National Service (NS) Privileges

Emplacement on the Sportsmen scheme allows Full- Time National Servicemen (NSF) athlete to apply for FPUL (Full pay unrecorded level) or Time off (TO) to train for the Major Games and other international competitions.

Athletes must:

1. Have completed Basic military training (BMT) and their vocation course
2. Be medically fit and not on medical exemption

First Year NSF who are carded in FY 18 and has shown commitment to stay in training when situation allows will be carded in FY 19.

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

## FY 19 Carding Criteria



this time on their own volition, they will be dropped from carding and will be dropped from the Sportsman Scheme.

### To note:

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

FY 19 Carding Criteria



FY 19 Carding Criteria				
Enhanced Carding	Spex Carding (Only applicable for Spexscholars)	Performance Criteria	Notes	Annex
E1	S1	Top 8 ranking in the World (Ranking based on 1 Sept 2017- 31 Aug 2018, 2 swimmers per nation)		Refer to Annex A
E1P	S1P	Achieve time equal or faster to Top 20 ranking in World Ranking based on 1 Sept 2017- 31 Aug 2018, 2 swimmers per nation)		Refer to Annex A
	S2	Achieve time equal or faster to Top 3 in Asian Ranking based on 1 Sept 2017- 31 Aug 2018, 2 swimmers per nation) or Top 3 in Asian Games in the Asian Games Year		Refer to Annex B
E2	S2P	Achieve time equal to or faster than Top 6 placing at Asian Level (Ranking based on 1 Sept 2017- 31 Aug 2018, 2 swimmers per nation) or Top 6 in Asian Games in the Asian Games Year	Swimmers need to have multiple data points (at least 3 datapoints) hitting the time spread across the carding nomination period. Data points may be from different meet (At least 2 data points have to be from 2 different meet)	Refer to Annex B
	S3	Swimmers have to show potential to be Top 3 in Asian Level within 4 years period	Swimmers years of swimming data will be used to plot their trajectory and to reflect potential in the next few years	
E2P		Swimmers have to show potential to be at Asian Games top 6 within 4 years and achieved Time equal to or faster than the time standard stated in Annex. 2018 Times are from Asian games 2018. Has shown potential to be Asian Games within 4 years. S3 spex athlete has to show trajectory to be on track to medal at Asian Games within 4 years.	Swimmers need to have multiple data point (at least 3 data point) hitting the time spread across the 2 years carding nomination period. Data points has to be from different meets. Continuation at this level, beyond year 1,2,3 must be based on continuous improvement and the achievement of agreed KPIs. Should swimmer fail to show progression towards E2, their carding level will be dropped to the next level (E3)	Refer to Annex B
E3		Achieve Time equal to or faster than Top 3 placing at SEA Level (Ranking based on 1 Sept 2017- 31 Aug 2018, 2 swimmers per nation) or Top 3 in SEA Games in the SEA Games Year	Swimmers need to have multiple data point hitting the time spread across the carding nomination period. Data points may be from different meet	Refer to Annex C
E3P		Swimmers have to show potential to be E3 within 2 years and have achieved Time equal to or faster than Top 4 placing at SEA Level (Ranking based on 1 Sept 2017- 31 Aug 2018, 2 swimmers per nation) or Top 4 in SEA Games in the SEA Games Year.	Swimmers need to have multiple data point (at least 2 data point) hitting the time spread across the 2 years carding nomination period. Data points may be from different meet. Swimmers have to hit E3 level within 2 years carding period, if not they will be drop to the next level. First year NSF who were carded in FY 18 and has shown commitment to stay in training when situation allows will be carded at E3P level	Refer to Annex C
Youth		Swimmers must be 18 years old and below at the point of carding nomination period with Time equal to or faster than Top 100 Junior World Ranking (Ranking based on 1 Sept 2017- 31 Aug 2018, 2 swimmers per nation) or FINA point 600	Swimmers need to have multiple data point hitting the time spread across the carding nomination period. Data points can be from different meet. Swimmers would need at least 1 Hard data point (time achieved faster or equal to the time standard) and 2 data point on 1 % of top 100 time	Refer to Annex D



#### 4.1 How the Process Works

1. SSA nominates all eligible swimmers / renewals to SSI based on the selection criteria by Dec 10.
2. Athletes to create and accept carding invitation via Sportsync
3. Coaches to provide Yearly Planning Instrument (YPI) for each individual nominated athlete.
4. Athlete login to Sportsync to update the following by 10 Dec
  - a. Accept the NSA's carding invite
  - b. Accept "spexCarding Athlete Agreement"
  - c. Accept "Sport-specific Agreement"
  - d. Complete/update the carding's profile (If the athlete has already completed the profile before, he /she must have updated the profile within the last 90 days before NSA can apply for carding).
  - e. Identifying their NROC coaches.
5. Mid Feb In-principle Carding Offer sent out and swimmers required to:
  - a. Undergo Medical Clearance for new swimmers / every other year for renewed swimmers (to be directed by SSA)
6. 1<sup>st</sup> April Confirmed Carding Offer.

NOTE: All carding offers (new or renewals) will be sent to swimmers directly based on contact information provided in SportSync **by End Feb**. 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 2.6.1)

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 SportSync:***

SSA monitors all carded swimmers to ensure they are fulfilling their responsibilities toward training and competition. Swimmers must update achievements quarterly and their latest details in SportSync.

### ***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 a Yearly Planning Instrument (YPI), 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 YPI 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](mailto: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 National Head Coach/ Technical 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 E1-E3 carded swimmers and 16 hrs week for Youth 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 SportSync 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 carding level for 2020**

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 E1 (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 2019/ 2020 -

- E1 will move towards 8<sup>th</sup> Place at World Championship (LCM)/Olympics (if the games occur during the year of carding) or current World Top 8 ranking.
- E2 will move towards 6<sup>th</sup> Place at Asian Games (if the games occur during the year of carding) or Seasonal Asian ranking (1 Sept- 31 Aug)
- E3 will move towards 3<sup>rd</sup> Place at SEA Games (if the games occur during the year of carding) or Seasonal SEA ranking (1 Sept- 31 Aug)
- Youth carded level swimmers must be 18 years or younger at the time of initial carding and moved towards Junior World Ranking.

Carding 2020/2021 (Potential Changes)

- Introduction of Youth+ Level (only available within the 2 years Major Youth Games window- Swimmers must show potential to qualify and compete at Major Youth Games (Youth Olympic Games, Commonwealth Youth Games, Asian Youth Games)
- Youth level- to increase number of solid data point required, Swimmers to have datapoint across multiple events. Only Olympic events will be taken in

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.



**Annex A**

Male			Female	
World top 20	World Top 8	Events	World Top 8	World top 20
21.97	21.67	<b>50 Free</b>	25.01	25.15
48.60	48.00	<b>100 Free</b>	54.13	54.13
1:46.78	1:45.92	<b>200 Free</b>	01:56.1	1:58.14
3:47.33	3:46.27	<b>400 Free</b>	4:05.01	4:08.93
7:54.31	7:47.31	<b>800 Free</b>	8:24.39	8:32.65
15:03.14	14:51.05	<b>1500 Free</b>	16:00.14	16:25.05
24.96	24.32	<b>50 Back</b>	27.70	27.96
53.92	53.32	<b>100 Back</b>	59.20	1:00.01
1:57.74	1:55.83	<b>200 Back</b>	2:07.01	2:10.16
27.25	26.94	<b>50 Breast</b>	30.38	30.87
59.78	0:59.20	<b>100 Breast</b>	1:06.41	1:07.44
2:10.32	2:08.22	<b>200 Breast</b>	2:23.02	2:25.60
23.48	23.11	<b>50 Fly</b>	25.65	26.14
51.73	51.42	<b>100 Fly</b>	57.38	58.13
1:56.33	1:55.05	<b>200 Fly</b>	2:07.18	2:08.71
1:59.27	1:57.09	<b>200 IM</b>	2:10.06	2:12.68
4:15.86	4:13.12	<b>400 IM</b>	4:36.27	4:39.92

**Annex B**

Male				Female		
E2P	Asian Games Top 6	Asian Games Top 3	Events	Asian Games Top 3	Asian Games Top 6	E2P
22.63	22.59	22.46	<b>50 Free</b>	24.87	25.48	25.66
49.37	49.28	48.88	<b>100 Free</b>	54.17	56.07	56.29
1:48.10	1:47.99	1:46.68	<b>200 Free</b>	1:57.49	2:01.95	2:01.96
3:51.67	3:51.67	3:47.30	<b>400 Free</b>	4:08.48	4:17.86	4:17.37
8:07.76	8:03.87	7:54.32	<b>800 Free</b>	8:30.65	8:48.38	8:53.16
15:29.96	15:24.59	15:06.18	<b>1500 Free</b>	16:18.31	16:58.57	17:06.99
25.59	25.53	25.17	<b>50 Back</b>	27.91	28.70	28.85
54.69	55.72	54.52	<b>100 Back</b>	1:00.28	1:02.12	1:02.58
2:03.33	2:02.83	1:55.54	<b>200 Back</b>	2:09.14	2:14.68	2:17.78
27.97	27.91	27.46	<b>50 Breast</b>	31.24	31.72	31.94
1:01.49	1:01.07	59.39	<b>100 Breast</b>	1:07.36	1:08.75	1:08.83
2:15.82	2:13.86	2:08.07	<b>200 Breast</b>	2:23.33	2:29.81	2:33.39
24.21	24.35	23.73	<b>50 Fly</b>	26.39	26.73	26.89
53.29	53.00	51.77	<b>100 Fly</b>	58.00	58.93	59.57
1:58.63	1:57.95	1:55.76	<b>200 Fly</b>	2:08.80	2:12.61	2:12.80
2:02.68	2:02.09	1:57.09	<b>200 IM</b>	2:10.98	2:17.63	2:18.32
4:23.18	4:22.86	4:12.31	<b>400 IM</b>	4:39.10	4:47.24	4:53.30

Annex C

Male			Female	
SEA Top 4	SEA Top 3	Events	SEA Top 3	SEA Top 4
22.95	22.80	<b>50 Free</b>	25.66	25.75
49.74	49.64	<b>100 Free</b>	56.41	56.42
1:49.21	1:48.31	<b>200 Free</b>	2:01.96	2:02.43
3:53.01	3:51.67	<b>400 Free</b>	4:17.37	4:18.06
8:12.46	8:11.59	<b>800 Free</b>	8:53.47	9:00.83
15:39.80	15:31.14	<b>1500 Free</b>	17:06.99	17:32.25
25.77	25.60	<b>50 Back</b>	29.91	29.94
56.09	54.69	<b>100 Back</b>	1:04.06	1:04.46
2:03.60	2:03.33	<b>200 Back</b>	2:17.78	2:19.12
28.76	28.71	<b>50 Breast</b>	32.01	32.34
1:03.39	1:03.28	<b>100 Breast</b>	1:10.83	1:11.00
2:16.51	2:16.43	<b>200 Breast</b>	2:33.47	2:33.74
24.36	24.21	<b>50 Fly</b>	27.35	27.42
53.72	53.29	<b>100 Fly</b>	1:00.81	1:01.04
2:02.87	2:01.46	<b>200 Fly</b>	2:12.80	2:12.92
2:04.73	2:04.50	<b>200 IM</b>	2:18.32	2:18.63
4:26.57	4:26.14	<b>400 IM</b>	4:53.30	4:58.81

Annex D

	Male			Female	
	Jnr C 1 % or FINA 600	Jnr C (Top 100)	Events	Jnr C (Top 100)	Jnr C 1 % or FINA 600
	24.20	23.96	<b>50 Free</b>	26.75	27.02
<b>FINA PT</b>	645	664		692	672
	52.73	52.21	<b>100 Free</b>	58.07	58.65
<b>FINA PT</b>	704	725		706	685
	1:56.13	1:54.98	<b>200 Free</b>	2:12.01	2:13.33
<b>FINA PT</b>	677	698		626	608
	4:09.63	4:07.16	<b>400 Free</b>	4:38.78	4:40.35
<b>FINA PT</b>	685	705		610	600
	8:40.13	8:34.98	<b>800 Free</b>	9:32.25	9:34.78
<b>FINA PT</b>	656	676		607	600
	17:12.70	17:12.70	<b>1500 Free</b>	18:17.27	18:17.27
<b>FINA PT</b>	600	600		600	600
	27.64	27.37	<b>50 Back</b>	30.32	30.62
<b>FINA PT</b>	657	685		710	690
	59.55	58.96	<b>100 Back</b>	1:08.61	1:08.88
<b>FINA PT</b>	660	680		607	600
	2:09.91	2:08.62	<b>200 Back</b>	2:26.49	2:27.08
<b>FINA PT</b>	639	658		607	600
	30.16	29.86	<b>50 Breast</b>	33.59	33.93
<b>FINA PT</b>	636	656		670	650
	1:06.10	1:05.45	<b>100 Breast</b>	1:13.56	1:14.30
<b>FINA PT</b>	645	665		662	643
	2:25.26	2:23.82	<b>200 Breast</b>	2:39.44	2:41.03
<b>FINA PT</b>	663	683		664	644
	25.73	25.48	<b>50 Fly</b>	28.35	28.63
<b>FINA PT</b>	662	682		639	621
	56.87	56.31	<b>100 Fly</b>	1:04.62	1:05.27
<b>FINA PT</b>	672	692		632	614
	2:08.51	2:07.24	<b>200 Fly</b>	2:24.37	2:24.42
<b>FINA PT</b>	653	673		601	600
	2:10.89	2:09.59	<b>200 IM</b>	2:28.55	2:29.53
<b>FINA PT</b>	660	680		611	600
	4:49.10	4:48.70	<b>400 IM</b>	5:15.80	5:15.80
<b>FINA PT</b>	600	602		600	600