



## FY 2021 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 is not just about the numbers within each level, it is 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
- Eligible to represent Singapore in Major Games and/or significant Asian/World Championships that are sanctioned by the respective International Sport Federations.
- Must have an athlete profile in SportSync and update the following:
  - Annual training and competition plan
  - Identified primary coach.
  - Accepts and adheres to “spexCarding Athlete Agreement” and “sport-specific agreement”.

Consideration for HPS pathway support is based on the profile of the past performance from 1 January 2019 (due to lack of competitions in 2020), 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 55 for FY 2021. Cards are awarded on a top-down fashion until all cards are exhausted.

There are 8 levels of priority:

E1/E1P, E2/E2P, E3/E3P (Elite), Youth+/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 at World and Asia level, SSA's selection criteria follows the following system described in the table below.

- Carding levels are divided into two sections of consideration, youth development (Youth+ and 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 (20 years old and below)
- Based on the new SSI framework, Spexscholars have 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, they will be dropped to the next carding level (E1-E3P).

Athletes 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.

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

Swimmers entering the carding system and meeting the selection criteria as stated in the table below have up to 5 years (age dependant) to progress to the next level (E1-E3P) since their first entrance into the system.

## **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 or followed up with a monitored rehabilitation and progressive return to training loads by Spex Medical Support 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 FY21 and has shown commitment to stay in training when situation allows will be carded in FY22. 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.

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

FY 21 Carding Criteria



FY 21 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 2018- 31 Aug 2019, 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 2018- 31 Aug 2019, 2 swimmers per nation)	Swimmers need to achieve multiple data points at Asian level first before he/she is considered for this carding level.		
	S2	Achieve time equal or faster to Top 3 in Asian Ranking based on 1 Sept 2018- 31 Aug 2019, 2 swimmers per nation) or Top 3 in Asian Games in the Asian Games Year			
E2	S2P	Achieve time equal to or faster than Top 6 placing at Asian Level (Ranking based on 1 Sept 2018- 31 Aug 2019, 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)		
	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. 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)		
E3		Achieve Time equal to or faster than Top 3 placing at SEA Level (Ranking based on 1 Sept 2018- 31 Aug 2019, 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		
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 2018- 31 Aug 2019, 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 dropped to the next level. First year NSF who were carded in FY20 and has shown commitment to stay in training when situation allows will be carded at E3P level		
Youth +		Athletes 18years old and below with Time equal to or faster than Top 30 Junior World Ranking (Ranking based on 1 Sept 2018- 31 Aug 2019, 2 swimmers per nation). Swimmers have to show potential to qualify for <b>2021 Asian Youth Games</b> (Olympic events only)	Swimmers need to have multiple data point hitting the time spread across the carding nomination period. Data points may be from different meet. Swimmers would need 2 Hard data points and 1 data point on 1 % of top 30 time		Refer to Annex B
Youth		Swimmers <b>must be 20 years old and below</b> at the point of carding nomination period with Time equal to or faster than Top 100 Junior World Ranking (Ranking based on 1 Sept 2018- 31 Aug 2019, 2 swimmers per nation) or FINA point 600. (Olympic Events only)	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 2 Hard data points (time achieved faster or equal to the time standard) and 1 data point on 1 % of top 100 time		



#### 4.1 How the Process Works

1. SSA nominates all eligible swimmers / renewals to SSI based on the selection criteria by Dec 2020.
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 1 January 2021
  - 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. By April, the In-principle Carding Offer will be sent out and swimmers are 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 1 April 2021**. 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:

#### **6.1.1 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 e.g. 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 regarding suspending training due to HAZE levels or COVID-19
- 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)



### 6.1.2 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 31 December of the year(s) under review, will not be used for assessment of the new carding period.
  - All Meet results to be sent directly to Tracie Tan via email at [tracie.tan@swimming.org.sg](mailto:tracie.tan@swimming.org.sg)
- Submission of attendance – for payment of SpexTag (funding allocation based on carding level)
  - **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 1: 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.

NOTE 2: If swimmers are not allowed to train due to government lock downs, the 20 hours per week and 16 hours per week for E1-E3 and Youth carded swimmers respectively, will be adjusted according to where the swimmer's club allocates training where possible.

- 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 2021**

Due to the lack of racing opportunities in 2020, the carding criteria remains the same as the criteria in FY20, but with a longer past performance review period to include achievements in 2020 as well. FY20 carded swimmers are automatically given the same carding status in FY21 carding nomination, unless the swimmer retires, did not meet the training schedule, which was set out by their personal coaches, where possible.