



High Performance Program (HPP) Athletes Selection Policy

The TAS HPP replaces the previous Triathlon Training Squad (TTS) Scheme, and will provide a more evidence-based and performance-driven approach in the development of our athletes.

This Athletes Selection Policy details and set out the general processes of identifying and selecting of athletes into the HPP.

1. Objectives of the HPP

- a) To prepare athletes for medal-winning performances at Major Games, ITU World Triathlon and continental Triathlon event.

2. Focus of the HPP

- a) Identify – Identification of talented athletes through races (Triathlon, Aquathlon, Duathlon, or the individual components – Swim, Bike, Run).
- b) Select – Selection of athletes not only depends on their performance, but also their aspiration and possession of required success factors to achieve the goal of the HPP.
- c) Support – As the HPP has limited resources, there is a need to customized strategic investments to provide different level of support for different classification of athletes, to assist athletes to progress through the HPP athletes' pathway.
- d) Monitor – Monitoring and tracking of their progression to ensure that they are not falling behind in their expected targets, through race performances and the National Performance Standard tests.
- e) At the same time, TAS will strive to provide a High Performance Environment for our athletes to develop into that level. This will include a more professional approach in engaging athletes, creating opportunities for athletes to further boost their potential.

3. Policy Development

- a) The policy is drafted after undergoing significant research of successful Triathlon Federations, background of medal-winning athletes at Major Games, and their preparation in the build up to their medal-winning performances.
- b) This HPP is customized for aspiring athletes seeking to progress
 - In the Olympic Pathway, in the Sprint and Standard Distance Triathlon
 - As an Elite athlete in ITU races: World Ranking races, World Triathlon Series races, Continental Cup races.

- c) Olympic Pathway involves the recognized Games – SEA Games, Commonwealth Games, Asian Games, Olympic Games (Standard, Youth, Para)
- d) Athletes seeking a pathway as an Elite athlete in the other Multisport (Duathlon, Aquathlon, Cross Triathlon, Long Distance Triathlon), will be assessed into the HPP on a case-by case basis.
- e) Athletes seeking a pathway as a Pro athlete in the IRONMAN, 70.3 and CHALLENGE FAMILY, must first qualify and hold a PRO membership issued by the respective governing bodies. They will then be assessed into the HPP on a case-by-case basis.
- f) Any available grant will be invested in the following order of priority:
 - Sprint & Standard Distance Triathlon
 - Duathlon
 - Long Distance Triathlon
 - Ironman
 - 70.3
 - Challenge Family.

4. Eligibility

- a) Athletes must be a citizen of Singapore, or a Permanent Resident of Singapore (With the intention to convert to Citizenship in the near future)
- b) Athletes must be in good standing with TAS, with an annual TAS Individual Membership
- c) Athletes must not have represented any other National Federations at Junior, U23, Elite, Pro athletes, in the calendar year

5. Qualification Window

- a) 1 January to 31 December of previous calendar year
1 January to 31 December of current calendar year

6. National Performance Standards (NPS)

- a) The NPS table is a tool to measure an athlete's potential, and his/her development in the swim and run disciplines of Triathlon.
- b) It allows athletes to view where they are currently positioned against world's best practices (in Triathlon), National Records (individual disciplines), and realistically worked towards closing the Standard Gaps.
- c) The NPS can be updated at any time where new information is available. These changes will be made known to athletes in the HPP and also publish on TAS website.

%	Women			NPS (16 years and above)	Men		
	800m Swim	5km Run	Total		800m Swim	5km Run	Total
	11:40 (1000m)	15:45		World's Best (Tri)	10:55 (1000m)	13:40	
100%	8:36	17:35	26:11	National Best Record	8:20	14:51	23:11
95%	9:02	18:28	27:31	Ideal Realistic Target	8:45	15:36	24:21
90%	9:28	19:21	28:49		9:10	16:21	25:31
85%	9:54	20:13	30:07	National Elite Squad	9:35	17:05	26:41
80%	10:20	21:06	31:26		10:00	17:49	27:49
75%	10:45	21:59	32:44	National Development Squad	10:25	18:34	28:59
70%	11:11	22:52	34:03		10:50	19:18	30:08
65%	11:37	23:44	35:21	National Youth & Junior Academy	11:15	20:03	31:18
60%	12:03	24:37	36:41		11:40	20:47	32:27
55%	12:28	25:29	37:57		12:05	21:32	33:37
50%	12:54	26:22	39:16		12:30	22:26	34:56

%	Women			NPS (13 to 15 years)	Men		
	200m Swim	1500m Run	Total		200m Swim	1500m Run	Total
	1:59	4:51	6:50	National U17 Record	1:50	4:03	5:53
100%	2:06	4:57	7:03	National U14 Record	1:57	4:16	6:13
90%	2:19	5:27	7:46	Ideal Realistic Target	2:09	4:42	6:51
80%	2:31	5:56	8:27		2:20	5:07	7:27
75%	2:38	6:11	8:49	National Youth & Junior Academy	2:27	5:20	7:47
70%	2:44	6:26	9:10		2:32	5:33	8:05
65%	2:50	6:41	9:31		2:38	5:46	8:24
60%	2:56	6:56	9:52		2:44	5:59	8:43
55%	3:03	7:11	10:14		2:50	6:11	9:01
50%	3:09	7:25	10:34		2:56	6:24	9:20

7. Athlete Pathway (AP)

- a) The AP will be use as a tool to identify and select athlete base on their age, potential (NPS Standards) and race performance, and classify them into the AP Squads.
- b) The AP also allows for monitoring of an athlete's period of time in the HPP and if they are on track for their progression.
- c) An athlete is eligible to enter the AP Squads at any stage, as long as the requirements are met. Note that there is a limitation to the number of athletes in each squad, and selection will be at the discretion of the TAS Selection panel, base on the criteria of each squad.
- d) There will be 3 AP Squads:

Squad	National Youth & Junior Academy (NYNJA)
Description	Entry level for potential and aspiring youth athletes into the HPP.

Age	14 to 19
Squad Size	<p>Maximum 6 athletes (3 Men, 3 Women)</p> <ul style="list-style-type: none"> - Should there be more than 6 eligible athletes, the top 6 with the best NPS will be selected. - TAS shall at its discretion consider selecting more than 6 athletes, on a case-by-case athlete's assessment basis. - Selected athletes outside the top 6 shall be on a self-funding basis (except for coaching and facilities which will be FOC). - the squad will be reviewed every 6 months (In December and in June of each year), and athletes will be included or excluded accordingly.
Distance	Super Sprint, Sprint
Category	YOG, Junior
Expectations	<p>Development of required success factors</p> <p>Tracking towards NDS or NES</p> <p>Tracking towards YOG qualification</p> <p>Tracking towards Elite Racing</p>
Criteria	<p>NPS of 60-65% (16 and above)</p> <p>NPS of 70-75% (14-15 years)</p> <p>Outstanding performance in Swim, Run and/or Aquathlon races</p>
Bike	Draft legal endorsed

Squad	National Development Squad (NDS)
Description	Bridge for athletes into the National Elite Squad
Squad Size	Unlimited
Age	16 and above
Distance	Sprint, Standard
Category	Junior, U23
Expectations	<p>Tracking towards National Elite Squad</p> <p>Tracking towards YOG qualification</p> <p>Tracking towards SEA Games qualification</p>
Criteria	<p>NPS of 70-75%, or minimum times of:</p> <p>Sprint – 1:10(M), 1:20(W)</p> <p>Standard U23 – 2:20(M), 2:35(W)</p> <p>Standard >23 – 2:17 (M), 2:32(W)</p> <p>@ any sanctioned Triathlon Races.</p>

Bike Powers recommendation	Men 5s @ 14.0w/kg 60s @ 7.0w/kg 5m @ 5.0w/kg 20m @ 4.5w/kg Women 5s @ 12.0w/kg 60s @ 6.0w/kg 5m @ 4.0 w/kg 20m @ 3.5w/kg
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Squad	National Elite Squad (NES)
Description	Elite athletes (Crème de Corp) training towards HPE Standards, ITU Rankings and Medals at Major Games.
Squad Size	Maximum 6 athletes (3 Men, 3 Women) <ul style="list-style-type: none"> - Should there be more than 6 eligible athletes, the top 6 with the best NPS will be selected. - TAS shall at its discretion consider selecting more than 6 athletes, on a case-by-case athlete’s assessment basis. Selected athletes outside the top 6 shall be on a self-funding basis (except for coaching and facilities which will be FOC). - the squad will be reviewed every 6 months (In December and in June of each year), and athletes will be included or excluded accordingly.
Age	18 and above
Distance	Sprint, Standard
Category	Junior, U23, Elite
Expectations	Tracking towards SEA Games Medals Tracking towards ITU WTS/World/Continental Ranking Tracking towards AG/CG qualification Tracking towards Olympics qualification
Criteria	NPS of 80-85% or minimum times of: Sprint – 1:03(M), 1:10(W) Standard U23 – 2:10(M), 2:25(W) Standard >23 – 2:04 (M), 2:22(W) @ any ITU Triathlon Races
Bike powers recommendation	Men 5s @ 17.0w/kg

	60s @ 8.6w/kg 5m @ 5.5w/kg 20m @ 4.7w/kg Women 5s @ 14.0w/kg 60s @ 7.2w/kg 5m @ 4.5 w/kg 20m @ 4.0w/kg
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- e) Selection of athletes into the NYNJA and NES will be on the following order of priority:
- NPS
 - Times at ITU races
 - Position in NTC Series
 - Times at NTC Grand Final
 - Position and Times at Singapore Aquathlon
 - Attendance for combined training (if any)

8. Other considerations:

- a) The following success factors will be individual assessed:
- Attitude & Behaviour
 - Professionalism
 - Commitment towards high standards in training and competition
 - Swim, Bike, Run Capabilities
 - Technical skills
 - Tactical Skills
 - Mindset – Coachable, determination,

9. HPP Athlete's Obligation

- a) Upon their identification and invitation to join the HPP, athletes are required to complete and sign the TAS HPP contract and athlete's agreement
- b) Athletes are required to complete and sign an Anti-Doping declaration, and ensure that Anti-Doping rules are being complied.
- c) Athletes are required to undergo a Pre-Participation Evaluation (PPE), which includes completing a medical questionnaire, medical examination and ECG Test.
- d) Athletes are required to undergo a draft-legal endorsement test, to determine their level of competency in bike drafting and bike skills.
- e) Athletes are required to submit their annual performance training plan and competition plan, which will be endorsed by TAS upon a discussion and review with the athlete and coach.
- f) Performance Training Plan – must include training schedule, mileage, peaking index and key performance indicators, NPS targets.

- g) Competition Plan – must include key local and overseas races, with race targets.
- h) Athletes are required to perform NPS Tests 4 times a year, and aim for personal improvements. The tests will be conducted in March, June, September and December of each year, exact details will be communicated to all athletes at least 2 months before.
- i) Athletes (16 years and above) are required to race in the National Triathlon Championships (NTC) Series.
Race 1 – Metasprint Triathlon – 15 April 2018
Race 2 – Trifactor Triathlon – 28 July 2018
Race 3 – Singapore International Triathlon, Grand Final – 23 September 2018

(For more information, please refer to the document: “TAS – National Triathlon Championships 2018”)

- j) Athletes are required to attend combined training sessions, up to 2 sessions per month. (if any) It is recommended for the athlete’s coach to attend the sessions as well, otherwise, a prior meeting will be arranged with the conducting coach to highlight the training details and targets for the sessions.
- k) Athletes are to be and remain in good standing with TAS, and to comply with the Athlete’s code of conduct at all times. They are not to bring themselves, TAS and the Sport into disrepute.
- l) Athletes are required to maintain a level of fitness that commensurate with that of an elite athlete competing at the level required at ITU races.
- m) Athletes are to report to TAS on any known factor which will hinder their progress in the HPP or any related training/competition. This can be due to career, family, school, exams, injuries, any medical conditions etc.
- n) NDS athletes going for overseas ITU races as an Elite, U23 or Junior athlete are required to purchase the Team Polo Kit, and also to ensure that they have an ITU approved and compliant race suit.
- o) For 2018, NYNJA and NES athletes are required to participate in the following ITU races:

Date	Race	Who?	TAS Support
21/22 April 2018	Subic Bay ASTC Triathlon Asian Cup	All	50%
6 May 2018	Hong Kong ASTC Triathlon Junior Asian Championships	NYNJA	50%
17 June 2018	Subic Bay ASTC Triathlon Southeast Asia Championships	All	100%
17 June 2018	Subic Bay ASTC Triathlon Asian YOG Qualifier	NYNJA Youths	100%
24 June 2018	Gamagori ASTC Triathlon U23 Asian Championships	NES U23	TBC
12 August 2018	My Mayon ASTC Triathlon Asian Cup	All	TBC
30 Sept 2018	Murakami ASTC Triathlon Asian Cup	NES <23	TBC
21 Oct 2018	Hong Kong ASTC Sprint Triathlon Asian Cup	All	TBC

- p) Athletes are encouraged to participate in other ITU races, with funding/subsidies given in accordance to point “10 h)” below
- q) Should an athlete for any reason is unable to comply to the obligations above, he/she must give in writing to TAS the reasons for non-compliance, at least 1 week before any programs/tests, or 2 weeks before any ITU races. Failure to do so may result in the removal of an athlete from the HPP.
- r) Athletes are recommended to be coached by a certified Triathlon Coach, or holding on to a Triathlon Coaching certification at any level. Non-ITU certified coaches (Australia, British, Spain certified etc) must be accredited under the SG-Coach/NROC Triathlon.

10. HPP Athletes’ Support

- a) All coaching and Facilities fees will be waived for all combined training sessions and training camps (If any).
- b) NYNJA and NES athletes will be supported minimum 50% of travel costs (flight, accommodation and airport transfers) for training camps (if any)
- c) All entry fees for NTC Series races will be waived
- d) NYNJA and NES athletes will be provided with a Team Kit, which includes the following:
 - 2 Polo Tees
 - 1 Race Suit
 - 1 Cycling Kit
 - 1 Track Suit
- e) WTS and WC races as an Elite athlete – All travel costs (flight, accommodation and airport transfers) will be covered. TAS will book and pay for a minimum of 4 nights twin sharing accommodation.
- f) Triathlon Continental Cup/Championships as an Elite, U23 or Junior athlete – All travel costs (Flight, accommodation and airport transfers) will be at the athlete’s responsibility. All bookings will be done by the athlete. (unless otherwise stated)
- g) Multisport races, Ironman, 70.3, Challenge Family - All travel costs (Flight, accommodation and airport transfers) will be at the athlete’s responsibility. All bookings will be done by the athlete. (unless otherwise stated)
- h) The TAS HPP will offer subsidies (% off travel costs), for an athlete’s performance and timings. The subsidies will also depend on the number of starters in that race.

	20 and above starters	10 to 19 starters
Podium	100%	50%
Within 5%(M) and 8%(W) of winner’s time, & top 8 position	75%	37.5%
Within 5%(M) and 8%(W) of winner’s time	50%	25%

- i) An athlete is not allowed to receive double funding for a single race. Where athletes had been funded by TAS or other bodies, there will not be any subsidizes given, except to make up for any shortfalls.
- j) Only Singapore Citizens are eligible for monetary funding and subsidies.

11. Procedures for entries in ITU Elite races

- a) Athletes must first be selected into the HPP before they can be endorsed to race as a Junior, U23 or Elite at ITU Triathlon events. (Sprint & Standard Distance Triathlon, Aquathlon, Duathlon, Long Distance Triathlon, Cross Triathlon)
- b) Athletes seeking to be entered into an ITU race will need to follow the following procedure:
 - i. Ensure that you have an approve ITU race suit. For more info, please refer to: https://www.triathlon.org/uploads/docs/itusport_competition-rules_2018-UNIFORM-RULES-AND-PROCESS.pdf
 - ii. Email to (eugene.ong@triathlonsingapore.org) no later than 40 days before the race, indicating your intent to be nominated.
 - iii. Your name will be entered onto the waiting list via the ITU system.
 - iv. ITU will then generate the Start List, 32 days before the race.
- c) For full information on ITU's management of Start List, and the qualification criteria, please refer to: https://www.triathlon.org/about/downloads/category/qualification_criteria
- d) Qualification Criteria: ITU World Triathlon Series (WTS), World Triathlon Grand Final https://www.triathlon.org/uploads/docs/itusport_2018-wts-grandfinal-qualification_20171210.pdf
- e) ITU World Cup (WC): https://www.triathlon.org/uploads/docs/itusport_2018-triathlon-world-cup-qualification_20171210.pdf
- f) Continental Championships, Continental Cups, Multisports events: https://www.triathlon.org/uploads/docs/itusport_2018-continental-qualification_20171210.pdf
- g) For athletes seeking to race as Pro athletes in Ironman, 70.3, Challenge Family races, they must first qualified via the external bodies' qualification process, before, before seeking the endorsement of TAS, and going through the entry process via the respective websites

12. Governance and Management

- a) This selection Policy, its process and all matters to do with HPP will be governed and managed by TAS's Athletes Development Committee, whom will report to the TAS Management Committee.
- b) The Athletes Development Committee will be made up of the following personnel:
 - i. Advisor - Mr. David Hoong
 - ii. Chairman - Mr Steven Chan

- iii. Secretary - Mr. Eugene Ong
- iv. Member - Mr Fabian William
- v. Member - Mr Eugene Lee