



**High Performance Program (HPP)
Athletes Selection Policy**

Date	Version	By	Remarks
2018	1	Eugene Ong	Created
2019	1.01	Eugene Ong	Updated
20 December 2020	1.1	Eugene Ong	Updated
25 February 2020	1.2	Eugene Ong	Updated wordings and relevancy of information

Definitions

Abbreviation	Definition
TS	Triathlon Singapore
SNOC	Singapore National Olympic Council
ITU	International Triathlon Union
ASTC	Asian Triathlon Confederation
HPP	High Performance Program
NF	National Federation
Local Competition	Any competitions organized and/or sanctioned by TS
Overseas competition	Any competitions organized or sanctioned by ITU, ASTC or NF Members of ITU/ASTC
Minor athlete	Athletes below the age of 21 years old

Introduction

The TS HPP provides 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, TS 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)
- 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, CHALLENGE FAMILY, Super League Triathlon, must first qualify and hold a PRO membership/license 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 / Aquathlon
 - Long Distance Triathlon / Other Multi-sports
 - Ironman / 70.3 / Challenge Family / Super League Triathlon

4. Eligibility

- a) Athletes must be a Singapore Citizen, or Singapore Permanent Resident (With the intention to attain Citizenship within the next 3 years)
- b) Athletes must be a current financial member of TS
- c) Athletes must be in good-standing with TS, and its affiliate partners.
- d) Athletes must not have represented any other NF at Junior, U23, Elite, Pro, in the calendar year

5. Assessment 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 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 Junior Squad / 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	Talent ID Squad	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	Talent ID Squad	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. Selection will be at the discretion of the TS Selection panel.
- d) There will be 4 AP Squads:

Squad	National Squad	
Description	Elite athletes training towards: ITU Rankings and Medals at Major Games.	
Age	16 and above	
Distance	Sprint, Standard, Super Sprint (Mixed Team Relay)	
Category	Elite, U23, Mixed Team Relay	
Expectations	Minimum: Tracking towards SEA Games Medals Tracking towards ITU WTS/World/Continental Ranking Tracking towards AG/CG/Olympics qualification	
Criteria	Automatic entry for enhanced carded athlete under the Singapore High Performance Sport (HPS) System, and/or Major Games representatives in the last calendar year. (Please refer to Annex A for SpexCarding policy) NPS of 80-85% (Probationary) Benchmarked times: Sprint – 1:03(M), 1:12(W) Standard U23 – 2:10(M), 2:32(W) Standard >23 – 2:04 (M), 2:26(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

Squad	National Junior Squad
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Description	Entry level for potential and aspiring Junior athletes into the HPP.
Age	16 to 19
Distance	Sprint
Category	Junior
Expectations	Development of required success factors Tracking towards National Team Tracking towards YOG qualification Tracking towards Elite Racing
Criteria	Automatic Entry for Youth carded athlete under the Singapore High Performance Sport (HPS) System (Please refer to Annex A for SpexCarding Policy) NPS of 70-75% (Probationary) Benchmarked times: Sprint – 1:10(M), 1:20(W) @ any NF sanctioned races
Bike	Draft legal endorsed

Squad	National Development Squad (NDS)	
Description	Bridge for athletes into the National Squad	
Age	19 and above	
Distance	Sprint, Standard	
Category	U23, Elite	
Expectations	Tracking towards National Squad	
Criteria	NPS of 70-75%, or minimum times of: Sprint – 1:10(M), 1:20(W) Standard U23 – 2:20(M), 2:40(W) Standard >23 – 2:17 (M), 2:37(W) @ any NF sanctioned Triathlon Races.	
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

Squad	Talent ID Squad
Description:	Bridge for athletes into the National Junior Squad or National Development Squad
Age	13 to 18 years of age
Distance	Super Sprint, Sprint
Category	Youth, Juniors
Expectations	Tracking towards National Junior Squad or Development Squad
Criteria	NPS of 60-65% (16 and above) NPS of 70-75% (13-15 years) Outstanding performance in Swim, Run and/or Aquathlon races
Bike	Draft Legal Endorsed

8. Critical Success Factors:

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

9. Local & overseas Competition Policy

- a) Please refer to “ Local & overseas training & Competition Policy” document for guidelines on the following matters:
- Funding Policy
 - Uniform Requirement
 - Registration/Entry Procedures for Elite/Pro races
 - Registration/Entry Procedures for Local Sanctioned races
 - Appointment of Team Officials
 - Crisis Management Guideline
 - Code of Conduct

10. Athletes Agreement

- a) Athletes are required to abide by the HPP Athlete’s Agreement. Please refer to the agreement for more information. The Agreement covers the following area:
- Athletes Obligation

- TAS Obligations
- Disciplinary Procedure / Dispute Resolution
- Legalities
- Code of Conduct

11. Documents required

- a) Athletes who has been selected by TS to join the National HPP will need to submit the following documents within the given date. Templates can be obtain from TAS:
- Athletes Agreement
 - Pre-participation Evaluation (PPE): includes a medical questionnaire, medical examination and ECG Test.
 - Draft Legal Endorsement: For athletes whom have not completed a draft-legal races in the last 12 months.
 - Yearly Performance indicator (YPI) Plan: must include key local and overseas races, with race targets, peaking index and KPI
 - Performance Training Plan: must include training schedule, mileage, NPS targets
 - Athletes Profile: Updated to last 18 months
 - Coaches Assessment

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 HPE Committee, whom will report to the TAS Management Committee.
- b) The HPE Committee will be made up of the following personnel:
- i. Chairman – Mr James Middleditch
 - ii. Vice – Mr Steven Chan
 - iii. Member - Mr. Eugene Ong
 - iv. Member - Mr Eugene Lee

Annex A: SpexCarding Policy

Athletes in the HPP should get themselves carded under the SSI's SpexCarding Scheme. This is to ensure that they are able to receive additional support and funding.

Athlete's eligibility:

- Must be in the TS HPP Program
- Either "Singapore Citizens" or "Foreign Sports Talents (FSTs) who are Employment Pass (EP) holders or Permanent Residents (PR).
- Has an athlete profile in SportSync
- Has an annual training and competition plan (YPI) including key performance indicators (KPIs) in SportSync and with an identified primary coach
- Accepts and adheres to the "SpexCarding Athlete Agreement"
- Accepts and adheres to "TS HPP Athlete Agreement"
- Has an athlete's performance profile i.e. at least 3 data points, to judge the level of carding rather than just a single data point.

Carding Framework:

	Basic Carding	Enhanced Carding	SpexScholarship
	Sports/Disciplines not in the Major Games (next 1-4 years) or that do not qualify.	Sports/Disciplines in Major Games. Athletes/teams not in Major Games but qualify for E1, E1P and E2.	SpexScholarship carding applies to athletes selected to the spexScholarship program. Additional Major Games criteria applies.
Senior	B4/BT4 Athletes/teams selected by the NSA to represent TS at an internationally sanctioned event in the next 1-2 years.	E1 / ET1 (Top 8 placing at World level) (Top 8 WR at end of season/year)	S1 (Top 8 placing at World level)
		E1P / ET1P (Potential Top 8 World within 4 years) (Top 25% where <32)	S1P (Potential Top 8 World within 4 years) (Top 25% where <32)
		E2 / ET2 (Top 6 placing at Asian level) (Top 6 AR at end of season/year)	S2 (Top 3 placing at Asian Level) (Top 6 AR at end season/year)
		E2P/ET2P (Potential Top 6 Asia within 4 years) (Top 25% where <24)	S2P (Potential Top 3 Asia within 4 years) (Top 10% where <30)
		E3 / ET3 (Top 3 placing at SEA level) (Top 3 SEAR at end of season/year)	
		E3P/ET3P (Potential Top 3 SEA within 2 years) (Top 50% where <6)	S3 (Potential Top 3 Asia > 4 years)
Youth	Athletes who are competing mainly in youth/junior events	Y+ / YT+ (Potential to qualify for Youth Major games)	
		Y / YT (Supporting Enhanced Carding), (Major Games potential within 4 years)	

Levels of Support:

Carding Level	SpexTAG	SpexGLOW	SpexMEDIC	NS Privileges	Sport Science Support
E1 E1P	\$6,000 (individual) \$60,000 (team)	Up to \$3,000 per month	Insurance with a capped amount (\$8,000) per injury and	Emplacement on SAF or Home Team Sportsmen Schemes	Full support – SSI / NSA

			limited time period coverage.	General support for those not emplace with lower quota of Full Pay Unrecorded Leave (FPUL)	
E2 E2P	\$4,800 (individual) \$48,000 (team)	Up to \$3,000 per month	Sports Medicine Consultation		
E3 E3P	\$2,400 (individual) \$24,000 (team)	Up to \$3,000 per month	Physiotherapy support		Basic with limited overseas support when necessary – SSI / NSA
B4	-				Basic - SSI
Y+	\$1,200 (individual) \$12,000 (team)				Individual support – NYSI / NSA
Y	-				Programme based support - NYSI

Period of Carding:

Typically 1 April to 31 March

How to apply:

Carding Exercise / Application typically opens 4 months before financial year.

Only athletes in TS HPP can apply

TS will send an invitation email to athletes whom had the achievements in the assessment period.

(Athletes whom had not receive the email, can request for an invitation, stating reasons and rationale on why they should be included)

Within the stipulated date in the email, athletes must log into SportSync to:

Accept the NSA's carding invite

Accept "spexCarding Athlete Agreement"

Accept "Sport Specific Agreement"

Complete/update the carding profile

Update your athlete's achievement till date. (as accurately as possible)

Identifying their NROC coaches.

Email to TS their YPI (for the carding period)

Email to TS their athletes agreement