



# ORIENTATION TO HIGH PERFORMANCE





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# WELCOME



This is a comprehensive guide to Swimming Australia's world-leading Performance Pathway programs. It has been designed primarily for young aspiring athletes, but it's also relevant for support people and coaches. No matter who you are, you have likely had your fair share of early mornings. You understand that you are part of something really special that should be nurtured and developed.

After reading this handbook, you should have a good understanding of:

- The pathway you can take to potentially become an Australian Dolphin,
- The expectations of you in each of the structured programs in the Pathway framework, including what the success factors are, and
- What the program inclusions are.

We encourage you to take the time to consider being part of the Pathway programs with your support people. If you need more information about the programs, activities and events, the Pathway staff and State Head Coaches will also be a great resource. You'll find contact details at the end of this handbook.



# FOREWORD

Identifying and developing extraordinary sporting potential can be a tremendously exciting journey. It typically involves a rare blend of coaching art, science, environment, systematic planning and luck. Potential of this kind is often described as 'gold dust' - rare, valuable and requiring skilful handling along the journey to transfer into World and Olympic excellence.

Throughout the handbook, we'll guide you through a series of checklists that set out the fundamental elements that are within Swimming Australia's Pathway programs, as we seek to make the winning edge in elite sport.

Using the Pathway programs to forward plan will help reassure potential swimmers that you are part of an exciting and world leading system.

Performance Pathway programs cannot guarantee success. However, if approached candidly and honestly, they can and will determine an athlete's readiness to grasp one of the most challenging, stimulating and rewarding endeavours in sport.

We look forward to having you with us on the journey.



**Jacco Verhaeren**  
National Head Coach



# ORIENTATION TO HIGH PERFORMANCE



Since its creation in 2014, nine athletes who have gone through Swimming Australia's Pathway program have succeeded in joining the Australian Dolphins Swim Team and recently won 5 medals at the Rio Olympics.

Swimming Australia (SAL) is the National Sporting Organisation for the sport of swimming. To prepare Australia's next generation of swimmers for senior performance excellence, SAL created the Pathway program in 2014. This takes athletes beyond the State Swimming Association (SSA) programs and into the national arena, and consists of three programs that advance through to the pinnacle - swimming in the Australian Dolphins Swim Team.

During the Rio Olympic cycle, Swimming Australia has been awarded more than 80 World, Pan Pacific and Commonwealth Junior/Youth Medals.

These programs are managed by Pathway staff, funded by the Australian Institute of Sport (AIS).

The Pathway programs will make you a better swimmer by focusing on the three E's - education, environments and experience.



## Engaging Education

Whether you're a swimmer, coach, parent or supporter, you will have access to subject matter experts, and be provided with information in a format that will be engaging and innovative. You will have all of the training and testing data you need to help you set your goals and achieve them.

## Experience

If you're going to be an elite swimmer, it's important to have opportunities for learning and development both domestically and internationally. We aim to provide these opportunities through taking part in competitions and training experiences around Australia and overseas.

## Environments

Our program will involve you applying what you've learnt in your daily performance environment (DPE) and regular training camps throughout the program. The training camps are invaluable for you to improve your skills and adopt an optimum routine to make the most out of your day.



# SWIMMER SUCCESS FACTORS

If you're reading this, you're probably wondering what it's going to take to take your swimming to the next level.

The attributes listed below are traits regularly demonstrated by Australian Olympic medallists, and are what we describe as Swimmer Success Factors.

Get ready to master these Swimmer Success Factors if you want to join the Pathway programs. Some may come more naturally than others, but these attributes can be developed over time with hard work and commitment.

## **Professional Attitude and Approach**

You plan a way forward whilst having an idea of where you want to get to. You are honest about your levels of commitment and you always strive to meet the standards required at each level. You also think about how you can overcome the challenges you may face during your development.

## **Commitment**

You commit to working hard. You invest a growing proportion of time and effort towards your development. You stay up to date with the program aims,

make sacrifices, overcome challenges, make your strengths stronger and address your areas for improvement.

## **Organisation**

You plan ahead to ensure you are consistently in the right place at the right time. You have a view of what the forthcoming year looks like because you have mapped out your priorities including racing, training, and all of the other demands outside of swimming (like exams, coursework and holidays).

## **Technical Skills**

You are continually building, developing and fine-tuning your swimming technique, tracking your technical development and striving to enhance your technical skill set.

## **Physical Capabilities**

You are maintaining baseline physiological fitness levels throughout the year and pushing hard to meet the physiological standards at each stage of your development in order to allow you to fulfil your swimming potential.

You work hard to maintain the ideal body composition and to strengthen your core and posture to maximise efficiency and minimise injury.



## **Independence**

You make decisions independently, often under pressure and sometimes with limited clarity or control over processes and outcomes. Being able to use the support systems in place, but also taking ownership of your own swimming development is vital.

## **Self-Awareness and Willingness to Learn**

You know what makes you perform at your best and how to repeat it time and again. You are open to learning, commit to reviewing your performances in training and racing and desire to know more about your swimming than anyone else. You take responsibility for your development rather than leaving things to chance or time.

## **Ability to Deal with Adversity**

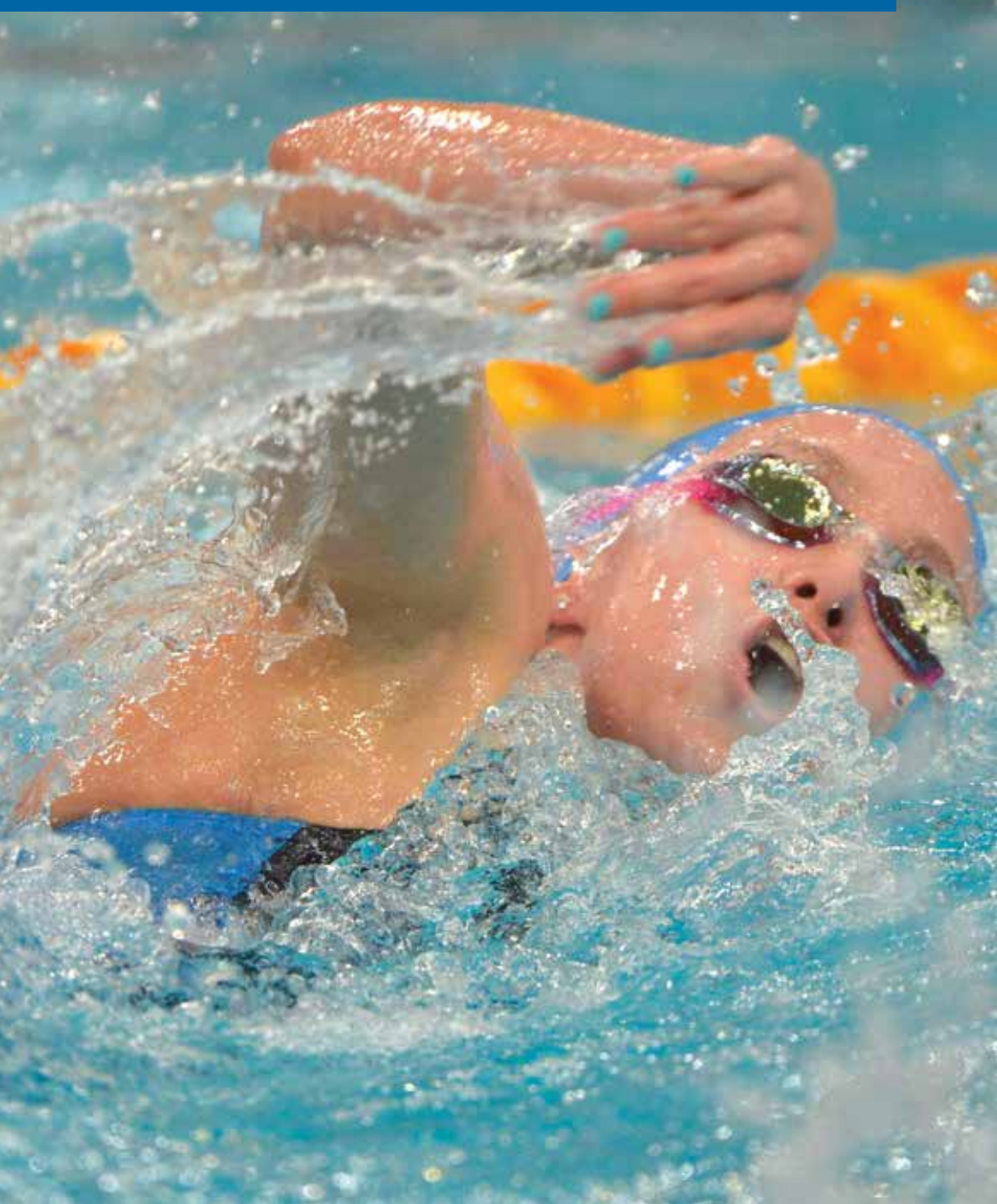
Being able to bounce back from disappointments and setbacks is vital. You are able to remain focused when faced with unexpected hardships and you thrive on competitiveness.

## **Ability to Have Fun**

Regardless of your goals, and how far you aim to get through the Pathway programs, you need to enjoy the journey. Being serious about having fun is one of SAL's key philosophies. Striking a balance between professionalism and fun will help you stay motivated, committed and encourage a positive culture around you.



# THE PATHWAY PROGRAMS





Your swimming journey has already begun. You've dedicated many hours to training and competing, and you have been successful. If you continue your journey through the Pathway programs, you will be set many challenges along the way. This will require even more hard work and commitment, but will also be one of the most rewarding experiences of your life.

SAL's Performance Pathway programs start at the Talent Program. You then progress through to the Youth Program, Youth Transition Program, and then finally, the Australian Dolphin Swim Team.







## PROGRAM ONE - TALENT PROGRAM

During the Talent Program, we encourage swimmers to build on their swimming technique, tactical awareness, professional attitude and physical capabilities already developed in the State Swimming Association (SSA) programs.

At this stage, we will want you to commit to goals and put good habits and routines into regular practice. In this program, there is also an increasing emphasis on gaining international experience and exposure.

### Selection

The SAL Talent Program supports around 40 swimmers who are:

- Six to eight years from a Senior Podium performance,
- At the T2 and T3 levels of the Australian Swimming Framework (ASF), and
- Aged between 14 and 18.

These 40 swimmers will be selected based on who has the most potential to successfully represent Australia at major events. To make this assessment, the Coaching Leadership Team and Pathway program team will look at swimmers' performances at each of the SSA's assessment camps and the Age Nationals.

Specifically, the following considerations will be made:

- Technique (DPS/stroke rates), pacing, start/turn/finish skills, competition progression, relative maturation age and training age,
- Performances and rankings from the Age Nationals,
- Results from the SAL Talent ID (TID) assessment protocols undertaken at the State camps, and
- Feedback from the program visits of the State Head Coaches.



## Program Inclusions

The program provides access to high quality coaching at national camps and competitions. It will also introduce athletes to Sport Science and Medicine support staff and the Personal Excellence team. In addition, through the Coaching Leadership Team, each swimmer's home coach can access technical and personal development via the State Head Coaches including mentorship and technical, competition and SAL compliance support.

The Talent Program is heavily subsidised by SAL and offers exceptional progression to a swimmer's development. The dollar value each swimmer will get out of this program, including the cost of coach and program staff, sport science support and facilities that SAL provides, equates to around \$15,000 per annum. It's a tremendous opportunity for both coaches and athletes to grow and improve.

## Camps and Competitions

The required camps and competitions make up 30 days of contact time. They take place in various locations in Australia and overseas. Swimmers are required to attend all national and state activities as part of the program to gain the full benefits. These include:

- One international competition (May-Aug),
- One national camp (Sept), and
- Multiple state program camps.

## Swimmer Controllable

You'll be introduced to the following characteristics during the Talent Program.

### Physical Preparation

- Understands the basic factors of fitness that influence performance, also basic aspects of swim training programming.
- Performs well on aerobic capacity, sprint and kick/pull tests sets, in different training and test environments.
- Demonstrates appropriate musculo-skeletal range of movement, stability and robustness in a variety of training and competition environments.

### Mental Preparation

- Shows an emerging awareness and skills in personal resilience (the brain, growth mindset) based on the SAL Resilient MIND program.
- Shows an emerging awareness and skills in performance readiness (goal setting, focus, imagery) based on the SAL Performance MIND program.

### Technical Preparation

- Demonstrates the key technique points (distance per stroke and stroke rate) for each stroke and racing skills in a variety of training and competition environments.

### **Tactical Preparation**

- Can pace races with an understanding of negative splitting especially with middle and distance freestyle events.
- Understands the relationship between distance per stroke, stroke rates and knowledge of individual event-specific splits, stroke rates and targets.

### **Planning and Communication**

- Adopts habits and routines to get the most out of the day. Through the introduction of the Athlete Management System (AMS) and Individual Athlete Performance Plan (IAPP), be organised and develop a professional approach to setting smart goals, clear planning and regular reviews.

### **Personal Excellence**

- Demonstrates emerging awareness of time management skills and the importance of life balance for wellbeing and performance.

### **Progressing to the Next Program**

You can expect to be in the Talent Program stage for two to four years, depending on your development. The next Pathway program is the Youth Program. Swimming Australia Pathway staff and the Coaching Leadership Team will work with each swimmer's home coach on what further support is required to aid progression.

### **Visiting Athlete Program (VAP) Camps**

As part of the Talent Program, if an athlete is identified as benefiting from enhanced training, they will be invited to train at the National Training Centre (NTC) in Canberra. These athletes are identified through feedback from the Talent Program and the Coaching Leadership Team.

The swimmers, their home coaches and relevant State Institutes of Sport/State Academies of Sport (SIS-SAS) staff visit the NTC for multi-purpose work in the pool and further coach/Sport Science Sport Medicine (SSSM) education, or if required, rehabilitation. After the VAP camps, these athletes will receive specific follow-up.



## Moving On

There are many other routes you can choose if you decide you have other priorities, or if you aren't successful in being selected to progress to the Youth Program. You can continue within the Talent Program (depending on your progress) or apply the skills you have learned in your State program and daily training environment.

To help you decide what your aspirations are and whether your commitment levels match the program expectations, you can ask yourself the following questions:

- Are you happy to commit more time to your journey?
- Are you progressing in training, testing and competitions based on the goals you've set?
- How long do you consider staying in the Talent Program? When should you move on from the Talent Program?

- Have you thoroughly checked and tried out other events and are you confident you are in the right event?
- Do you fully understand the current selection policy for the Youth Program?

To make a successful transition, communication is vital and spending time getting it right can save you a lot of time in the future. We encourage you to discuss these questions with the SAL Pathway staff and State Head Coaches, who can advise you on your readiness to make the move into the Youth Program. Talk with your home coach and other swimmers looking to advance to the next program too, to ensure you have explored all options.



## PROGRAM TWO - YOUTH PROGRAM

The focus for this program is to help swimmers master the correct fundamental technical skills needed in their event and to develop physical fitness in line with their biological maturity to cope with the demands of Youth swimming.

Athletes will be benchmarked for their technical, tactical, physical, physiological and mental attributes from their AMS testing profiles and competition performances.

The program functions in two phases:

- Phase 1 is focused on team preparation and individual benchmarking, via assessments at the SAL National Championships, State Assessment and SAL Youth camp.
- Phase 2 is taking the swimmers on the program as a team into the Youth International benchmark competition for that year (either World Junior Championships or Junior Pan Pacific Championships).

During the Rio cycle Youth Program swimmers improved on average 2.1% per year and were on average 4.3% from the number 1 ranked swimmer in the world.

### Selection

The SAL Youth Program supports around 30 swimmers. Typically, they are:

- Four to six years from a Senior Podium performance,
- At the T3 and T4 Stages of the ASF, and
- Aged between 14 and 18.

These 30 swimmers will be selected from the highest ranked athletes who meet the selection criteria. This criteria can be found on the Swimming Australia web site: [www.swimming.org.au/Home/Swimmer-HQ/Elite-Athletes/Selection-criteria.aspx](http://www.swimming.org.au/Home/Swimmer-HQ/Elite-Athletes/Selection-criteria.aspx)



## Program Inclusions

Again, access to high quality coaching at national camps and competitions, and further exposure to Sport Science and Medicine support is continued to be delivered. As is the Coaching Leadership Team technical and personal development support for each swimmer's home coach from the State Head Coaches, including mentorship and technical, competition and SAL compliance support.

The Youth Program is heavily subsidised by SAL and offers exceptional progression to a swimmer's development. The dollar value each swimmer will get out of this program, including the cost of coach and program staff, sport science support and facilities that SAL provides, equates to around \$22,000 per annum. It's a tremendous opportunity for both coaches and athletes to grow and improve.

## Camps and Competitions

The 40 days of contact time over the camps and competitions within the program take place in various locations in Australia and overseas. Swimmers are required to attend all national and state activities as part of the program to gain the full benefits. These include:

- One international competition (Aug),
- One national camp (July), and
- Multiple state program camps

## Swimmer Controllable

You are expected to demonstrate the following characteristics during the Youth Program.

### Physical Preparation

- Commits to higher level and specialisation of training, and other factors such as dry-land training, recovery and lifestyle management.
- Completes fitness tests at home and state/national level programs.
- Develops ecto-mesomorphic profile and musculo-skeletal robustness (optimal stability and range of motion/flexibility of major joint complexes).

### Mental Preparation

- Demonstrates skills in personal resilience (the brain, growth mindset, self-regulation, ACT thinking skills) based on the SAL Resilient MIND program.
- Demonstrates skills in performance readiness (arousal, pre-race routines) based on the SAL Performance MIND program.
- Shows emerging skills in mental recovery and sleep based on the SAL Quiet MIND program.

### Technical Preparation

- Develops optimal technique and refinement of co-coordinative profile through an increase in training volume and intensity.
- Shows particular focus on executing optimal technique for event specialisation.

## **Tactical Preparation**

- Displays strong understanding of race analysis and refinement of optimal race strategy in training and competitive environments.

## **Planning and Communication**

- Through the AMS, conduct regular and effective profiling and utilise the training load and wellness diary. Develop and adopt an annual plan, highlighting clear expectations through your IAPP.

## **Personal Excellence**

- Implement time management skills that reflect the importance of life balance for wellbeing and performance.
- Develop skills to identify, plan, undertake, and evaluate personal and professional development activities facilitating progression in and out of the pool.



## **Progressing to the Next Program**

After the Youth Program, the next stage in the Pathway is the Youth Transition Program.

## **Visiting Athlete Program (VAP) Camps**

As part of the Youth Program, if an athlete is identified as benefiting from enhanced training, they will be invited to train at the National Training Centre (NTC) in Canberra. These athletes are identified through feedback from the Youth Program and the Coaching Leadership Team.

The swimmers, their home coaches and relevant State Institutes of Sport/State Academies of Sport (SIS-SAS) staff visit the NTC for multi-purpose work in the pool and further coach/Sport Science Sport Medicine (SSSM) education, or if required, rehabilitation. After the VAP camps, these athletes will receive specific follow-up.

## **NTC Scholarship Program**

If a swimmer is 18 years or older, they are welcome to apply for a residential place at the NTC (see NTC program information). Upon application, they will be asked to attend a trial camp to be assessed for their suitability to be an NTC Scholarship program athlete.

## Moving On

There are many other routes you can choose if you decide you have other priorities, or if you aren't successful in being selected to progress to the Youth Transition Program. You can continue within the Youth Program (depending on your progress) or apply the skills you have learned in your State program and daily training environment.

To help you decide what your aspirations are and whether your commitment levels match the program expectations, you can ask yourself the following questions:

- Have you discussed your aspirations and commitments with the Coach Leadership Team? Do they match the program expectations?
- Are you progressing in training, testing and competitions based on the goals you've set? What is your compliance on the AMS/IAPP?
- Do you fully understand the current selection policy for the Youth Transition and National Transition Centre (NTC) Scholarship Program? If you are over 18, have you applied for the NTC Scholarship Program?



SAL Pathway staff and State Head Coaches focus on asking these questions and you will receive a great deal of support and guidance as part of your time in the squad.

As a reminder, the partnership with your home coach and other swimmers is vital for progression. A successful transition at this stage of development involves a significant step up and SAL staff members are always on hand to help offer advice for the route forward.



## PROGRAM THREE - YOUTH TRANSITION PROGRAM

Building on the foundations of the Youth Program, the Youth Transition Program is aimed at defining the key individual ingredients for each swimmer to transition to the Senior Team.

In this program, we deliberately target an ethos of excellence and personal responsibility. Swimmers are expected to optimise their daily coaching, support services and themselves to consistently achieve peak performances.

The program operates in two phases:

- Phase 1 is focused on individual preparation and individual benchmarking, via competition analysis, assessments and training information recorded on the AMS.
- Phase 2 is taking the swimmers on the program, in conjunction with their home program coach, to a targeted International competition in line with their annual/quadrennial plan.

During the Rio cycle Youth Transition Program swimmers improved on average 1.3% per year and were on average 0.80-3.3% from the number 1 ranked swimmer in the world.

### Selection

The SAL Youth Transition Program supports around 16 swimmers who are:

- Two to four years from a Senior Podium performance,
- At the T4 and E1 stages of the ASF, and
- Aged 18 years and older.

These 16 swimmers will be subjectively selected and the criteria considers those swimmers who:

- Meet a qualifying standard of top 8 in the world plus 2%, and
- Meet a SAL benchmark against key trainability (technical/tactical/physical/psychological) performance criteria to determine your capabilities of success.



## Program Inclusions

In the daily training environment, access to high quality coaching on national programs and further exposure to Sport Science and Medicine support is continued to be delivered, as well as the Coaching Leadership Team technical and personal development support for each swimmer's home coach from the State Head Coaches.

The Youth Transition Program is heavily subsidised by SAL and offers exceptional progression to a swimmer's development and vital international experience.

The dollar value each swimmer will get out of this program, including the cost of coach and program staff, sport science support and facilities that SAL provides, equates to around \$40,000 per annum. It's a tremendous opportunity for both coaches and athletes to grow and improve.

During this Youth Transition Program, we do expect the swimmer to make significant contributions to the support services in their home environment to meet elite level preparation.

## Camp and Competitions

Along with camp and competition time, a significant amount of time is required in DPE. The 30 days of contact time over the camps and competitions within the program take place in various targeted locations in Australia and overseas, usually locations where future Senior competitions are (Olympic, Worlds, Commonwealth Games). Swimmers are required to attend all national activities as part of the program to gain the full benefits. These include:

- One to two international competitions (Aug),
- One national camp (Jan), and
- Multiple home program camps (throughout the season).

## Swimmer Controllable

You are expected to demonstrate the following characteristics during the Youth Transition Program.

### Physical Preparation

- Undertakes high-level systematic testing and training monitoring, at a national and international level as determined by the coach/sports scientist and benchmarked against national/international standards.
- Deemed highly proficient in self-maintenance of physical attributes such as optimal stability and range of motion/flexibility of major joint complexes as well as appropriate strength and power characteristics.
- Injury rate and time spent out of training is consistently kept low.

### **Mental Preparation**

- Develops resilience skills in the performance environment (the brain under stress, ACT thinking skills) based on the SAL Resilient MIND program.
- Develops a personalised performance readiness routine based on the SAL Performance MIND program.
- Demonstrates skills in mental recovery and sleep based on the SAL Quiet MIND program.

### **Technical Preparation**

- Consistently demonstrates an ability to execute optimal technique under pressure and fatigue in varying competitive environments.
- Adapts technique in line with the World Best.

### **Tactical Preparation**

- Consistently executes optimal race strategy under pressure and fatigue and in different environments at peak competitions.

### **Planning & Communication**

- Through the AMS, conducts regular and effective profiling and utilises the training load and wellness diary. Develops and adopts an annual plan, highlighting clear expectations through your IAPP.

### **Personal Excellence**

- Demonstrates PE principles in decision making in sport and life: professionalism, responsibility, accountability, resilience and integrity.

### **Progressing to the Next Program**

The Australian Dolphins Swim Team is the next Pathway program. There is no set time limit on how long you can be on the Youth Transition Program, but be mindful that the resources are considerable at this stage, targeted towards 16 swimmers, which creates a competitive process for selection.

SAL will continue the visiting athlete program (VAP) at the National Transition Centre (NTC) in Canberra for Youth Transition Program Swimmers. Swimmers are also welcome to apply for a residential place at the NTC (see NTC program information). Upon application, they will be asked to attend a trial camp to be assessed for their suitability to be an NTC Scholarship program athlete.

## Moving On

There are many other routes you can choose if you decide you have other priorities, or if you aren't successful in being selected to progress to the Dolphins Swim Team. You can continue within the Youth Transition Program (depending on your progress) or apply the skills you have learned in your State program and daily training environment.

To help you decide what your aspirations are and whether your commitment levels match the program expectations, you can ask yourself the following questions:

- How well prepared are you for Senior team performances?  
How do you come up against the world's best?
- Have you spoken with your coach about your quadrennial plan?  
Are you progressing in training, in your testing and in competition based on the goals you've set?

- What are your life plans/career aspirations?
- Do you have the resources to continue your journey?
- Do you fully understand the current selection policy for Australian Dolphins Team?
- Do you still love the sport?

SAL Pathway staff and State Head Coaches focus on asking the above questions and you will receive a great deal of support and advice as part of your time in the squad from the staff.

As a reminder, the partnership with your home coach and other swimmers is vital for progression. A successful transition at this stage of development involves a significant step up and SAL staff are always on hand to help offer guidance for the route forward.



# ATHLETE SUPPORT TEAM

(Adapted from the 'Australian Institute of Sport Personal Excellence Significant Other resource', developed by Matti Clements.)

Swimming Australia aims to equip parents, partners and others with the knowledge to help your elite athlete with sport and life. The athlete's support team can consist of parents, friends, coaches, family members, teachers, managers, and mentors.

As a parent of an athlete under 18 years of age, it is important to identify the people that are a part of your child's support team and the role they may have (including yourself). Your child's support team will evolve on their progression along the high performance pathway and it is important to notice these changes.

## Common Athlete Stressors

The following list comprises ten of the most common stressors that may trigger progression events in the athlete's journey.

1. Injury and illness
2. Selection
3. Negative interaction with others in the sporting environment
4. Not meeting personal goals and expectations
5. Balancing all aspects of life
6. Expectations of family
7. Travel
8. Financial strain
9. Relationships outside of sport
10. Training demands





## Can You Help Performance?

In your role as a support person you naturally have the best intentions in helping the athlete succeed. Research has illustrated that effective relationships between support person and athlete are due to the following characteristics in a primary support team.

### Awareness of Self and Values

- Helps protect the athlete from the support person inadvertently projecting their values onto them,
- Helps identify whether or not a support person is judging an athlete by a social or cultural norm,
- Guides support person's assistance, in that it allows them to be aware of what he or she believes regarding human nature and change.

### Support Person's Ability to Recognise Own Feelings

- Effective support people are aware of, and in control of, their own feelings.
- Effective support people recognise common feelings associated with helping (e.g. fear, disappointment, elation, confusion etc.)
- Effective support people are able to deal with their own confusion and accept that they do not have all of the answers.

### Ability to Be a Model and Influence

- Support people model socially adaptive behaviours to athletes and practice what they preach.
- Support people are able to form clear boundaries.

### Ability to Be Altruistic and Compassionate

- Support people help because they truly care and want the athlete to flourish. They do not do it to benefit themselves.

### Ownership of a Strong Sense of Ethics

- Valuing the support person's welfare will help to ensure no harm is done.
- Beliefs about human nature guides support person's actions.
- Ethical support people act in such a way as to maintain the confidence of the athlete.

### Ability to Serve as a Catalyst for Empowerment

- A support person seeking to empower an athlete will form the relationship on trust, and shared power.
- The support person does not 'do for' the athlete as this strips away choice and power.
- The support person's goal is to guide the athlete into increasing his or her personal, interpersonal or political power.

When dealing with a situation, it is important as the primary support person to always:

- Make sure your thinking is grounded in reality,
- Role modelling stress and frustration tolerance,
- Taking time to consider and utilise flexibility in thinking, and
- Listening rather than trying to change or fix things.



## Putting it into Practice

As the primary support person you are made aware of situations that may be outside of your boundaries of expertise. To be an effective primary support person, it is important to know how to refer your athlete to the appropriate expert. The following stages provide the process to making an effective referral in the case that external support is required.

### Recognise

You notice or become aware of an issue that the athlete is having and concerns you, however, the scope of the issue seems outside of your role. A referral may be required to a more qualified support person.

### Collect

Once aware of behaviour it may be important to gather some additional information to make the most appropriate referral.

### Facilitate

When a referral is required it is important that you clearly communicate to the athlete why you think the referral would be beneficial, provide details in relation to the service and establish what information the athlete is comfortable with you providing to the external support person.

### Review

Once the athlete has been referred to the appropriate service, discuss with the athlete the process undertaken to determine what went well or needs improvement in the future.

### Follow Up

After the process of referral is completed it is important to follow up with the athlete and gauge whether or not the support you provided was effective.

### Referral Contact List

It is a good idea to compile a list of contacts who can assist you in your endeavours. These roles may include:

- A sports physician
- Physiotherapist
- Psychologist
- Dietician
- Personal Excellence Advisor



## **Your Swimming Australia Support Team**

### **Performance Pathway Manager**

The role of the Performance Pathway Manager is to oversee all programs under the Pathway. In particular, leading the planning, monitoring and tracking of swimmers and coaches.

### **National Transition Coach**

The National Transition Coach is responsible for providing the technical support for swimmers and coaches on the Pathway programs. This includes the preparation and reviewing of performances in the daily training and competition environment.

### **State Head Coaches**

In conjunction with the National Transition Coach, the State Head Coaches lead the development of performance swimming in their State and proactively inform and influence the technical support in the daily training environment for targeted Pathway swimmers and coaches.

### **High Performance Scientist**

The High Performance Scientist is instrumental in overseeing the Sport Science support within the Pathway programs. The role aims to provide a direct link between the technical support from coaching staff to the sport science support in both the Pathway programs and competition environment. In addition, the role also supports the monitoring and tracking of coaches and swimmers.



**Please see  
[www.swimming.org.au](http://www.swimming.org.au)  
for further information on  
athlete support.**

# AFTER THE PERFORMANCE PATHWAY PROGRAMS



## Transferable Skills

There are many skills that are developed in elite sport participation that are transferable to other areas of life. Please refer to the Swimming Australia resource on transferable skills:

[www.swimming.org.au](http://www.swimming.org.au)

## Ongoing Sport Participation

Swimming is a sport for life, and after the Performance Pathway programs you may wish to continue to swim for fun or fitness on your own, with friends, or in a squad. Alternatively, there may be opportunities for talent transfer to other sports. Speak to the Performance Pathway Manager for current opportunities.

## Continued Involvement in the Sport

Get involved in other roles in our sport. Your knowledge and skills are always welcome as a volunteer. Additionally, the Australian Swimming Framework provides an overview of the areas in High Performance Swimming that may be of interest for a future career:

- Coaching
- Facilities
- Management
- Services

The participation pathway also provides many options for ongoing vocational involvement. Please contact your school or university guidance officer or Personal Excellence Advisor for information on how to start a career in sport.



# FURTHER INFORMATION



## Australian Swimming Framework (ASF)

The purpose of the Australian Swimming Framework (ASF) is to detail the swimming athlete/coach development pathway from learn to swim to elite performance. The ASF provides details regarding the following:

- What happens at each stage of the pathway from a holistic development perspective,
- The programs that exist to foster athlete and coach development,
- Outlines the aligned support services at each stage of the pathway, and
- Outlines the system leadership, partners and policies at each stage of the pathway.

Visit: <https://www.swimming.org.au/australian-swimming-framework>

## FTEM

FTEM (representing Foundations, Talent, Elite and Mastery) is a model of athlete development. The model consists of the four-major development and performance levels which are further broken down into ten phases. Swimming Australia has adopted the FTEM model to portray its Australian Swimming Framework. For more information on the FTEM model visit: [www.ausport.gov.au/ftem](http://www.ausport.gov.au/ftem)

## Athlete Categorisation

A key strategy in the Australian Sports Commission's (ASC) Australia's Winning Edge (AWE) 2012-2022 game plan to move from world class to world best, is to identify Australia's athletes with the greatest potential to contribute to AWE targets and ensure they receive the right support at the right time in their pathway.

To inform the swimming specific nominations to the AWE Athlete Categories, Swimming Australia Ltd. (SAL) has developed the SAL Athlete Categorisation Nomination Guidelines 2017-2020. SAL will review its categorisation nominations after the annual domestic season and annual senior international benchmark events.

The AWE Athlete Categories provide a consistent basis, both within and across sports, to:

- Identify the athletes with the greatest potential to contribute to Winning Edge targets;
- Inform the prioritisation of support to these athletes; and
- Track athlete performance over time.

For further information visit <http://www.swimming.org.au/Home/Swimmer-HQ/Elite-Athletes/Athlete-Categorisation.aspx>

## Safe Sport Framework

The safety of children and young people in our sport is paramount. We want swimming to be fun, enjoyable and safe for all. All of us in the Australian swimming community have a role to play in ensuring that we keep our proud sport as safe and enjoyable as possible. Access to our Safe Sport Framework is via our web site – visit <http://www.swimming.org.au/Home/Swimmer-HQ/A-Sport-For-Everyone/Safe-sport.aspx>

## Swimmer Agreement & Code of Conduct

In Australia, we are proud of our sporting ability and our reputation as a nation. Our society expects high standards of behaviour from all people in sport and it is vital the integrity of sport is maintained. Swimming Australia is at all levels within our organisation committed to upholding these principles through our agreements and codes of conduct.

Each person who is selected for a Swimming Australia program will receive these documents prior to the program activities which highlight the principles and values of Swimming Australia.

## Anti-Doping

Swimming Australia and the Australian Sports Anti-Doping Authority (ASADA) are tasked to implement initiatives that increase the skills and knowledge of people involved in sporting activities about anti-doping matters. For more information about anti-doping education, athlete whereabouts, supplements policies and prohibited medication lists visit <http://www.swimming.org.au/Home/Swimmer-HQ/Elite-Athletes/Anti-doping.aspx>

## Gambling, Betting and Match Fixing Education

Swimming Australia through its Gambling, Betting and Match Fixing education plan, aims to ensure that our core values, good reputation and positive behaviours are maintained.

Whilst we recognise that betting is legitimate pursuit, however, illegal or fraudulent betting is not. Fraudulent betting on sport is an emerging issue globally for sport and our policies on this subject can be found on our web site.

Visit <http://www.swimming.org.au/Home/Swimmer-HQ/Elite-Athletes/Athlete-education.aspx>

## Georgina Hope Foundation Swimmers Support Scheme (GHFSSS)

The Georgina Hope Foundation Swimmers Support Scheme has been established through the generosity of the Georgina Hope Foundation to provide funding to support elite swimmers in their training and competition environments, to assist them in pursuing educational opportunities, and to provide relief in cases of hardship or misadventure. Visit <http://www.swimming.org.au/Home/Swimmer-HQ/Elite-Athletes/Athlete-funding.aspx> for more information.

## dAIS - Athlete Grant

The dAIS scheme provides an opportunity for athletes in Olympic, Paralympic and Commonwealth Games sports to receive a direct cash grant from the Australian Government. As well as supporting current podium finishing athletes, dAIS also provides support to a growing number of emerging athletes.

The dAIS scheme supersedes the previous Direct Athlete Support (DAS) scheme and is administered by the AIS.

Information on eligibility criteria, performance considerations and grants amounts, athlete responsibilities, indicative timetable and supporting information required, can be found at [http://www.ausport.gov.au/ais/australias\\_winning\\_edge/dais](http://www.ausport.gov.au/ais/australias_winning_edge/dais)

## **Australian Swimmers Association (ASA)**

The ASA is the representative body for national level swimmers in Australia.

The ASA are the voice for the swimmers and their point of contact for all issues affecting them. They provide the communication channels in place to ensure our members know what is happening in the sport with Swimming Australia, the States and other stakeholders to make sure that swimmer receive the best possible support and environment. For further information visit <http://www.australianswimmers.com.au>

## **Parents of Our Dolphins (PODS)**

PODS is an organisation for the parents, partners and friends of all Australian national representative swimmers. The corporation brings friends and family together in a supportive and collaborative way to provide ongoing support for Australian swimmers both internationally and here on home soil. For more information visit <http://www.poosaus.com>

## **CONTACT DETAILS**

**For all Pathway Program enquiries, please contact:**

**Jamie Salter**

High Performance Pathway Manager or

**Glenn Beringen**

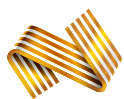
National Transition Coach via:

**[HPU.pathways@swimming.org.au](mailto:HPU.pathways@swimming.org.au)**



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