

FY 2024 Carding – Swimming & Open Water Swimming

(Excerpts from Singapore HPS Handbook)

Background

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 – 31 December 2023 or the potential to achieve at the Major games. Potential is assessed on the swimmer's performance profile (minimally 3 data points¹) 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.

There are 8 levels of priority:

E1/E1P², E2/E2P, E3/E3P (Elite), Youth+/Youth (Developmental)

¹ Data point is defined as a time raced in a meet sanctioned by the governing federation of the country

² P stands for Potential

NOTE: SAQ is not required to nominate for all levels 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, SAQ'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
Youth carding is restricted by age limit (12 to 18 years old)
 - Senior Elite (E1-E3).
- Based on the SSI framework, Spexscholars have a separate carding requirement apart from the other athletes.

2.2.1 Senior Carding criteria

Purpose of criteria

The base of swimmers in this carding level has the expectation to develop toward the first Major Games Level (SEA Games) and their potential to further progress through the pipeline to E1 (World Ranking, Olympic Medallist). Swimmers that are exposed to a diverse development program that focuses on attainment of a wide range of skills are proven worldwide to have the best opportunity for long-term success. It is essential that the Singapore swimming fraternity adopts this path to keep up with her neighbours and the world. Specialization at a young age is what robs young swimmers of reaching their true potential and ultimately places a ceiling on a nation's ability to produce swimmers to represent at the highest level.

Performance criteria

The Senior Carding criteria is established by SSI. Please refer to the table on the next page for the criteria and the last page for the time standards. Time standards are determined as follows:

- SEA Games 3rd place. Times will be represented as the fastest 3rd place timing since 2019 SEA Games
- Asian Games 6th place. Times will be represented as fastest timing since 2018 Asian Games
- World Rankings: 1 September 2022 – 31 August 2023 window, and Top 8 finish at current year's World Championships

Note – Potential levels: Provisional Time Standards for soft data points to be considered as 4th place SEA Games, 8th place Asian Games, World Top 20.

The minimum criteria of 3 data points will only be considered if the following is fulfilled:

1. Data points must be from different meets, OR
2. Data points can be from the same meet but must be in different strokes
3. Data points must either be from Prelim/Semi-Final/Final from a single meet

Data points from Prelims and Finals within the same stroke within the same meet is counted as a single data point.

A positive example: Athlete achieves times for E3 in the heats and finals of both the 50 Breast and 100 Breast at SNAG, and in the finals of the 200 Breast at World University Games. The athlete is deemed to have achieved 3 data points in this example.

A negative example: Athlete only achieves times for E3 in the 50 Breast heats and finals at SNAG, and in the 200 Breast prelims and finals at World University Games. The athlete is considered to only have 2 data points in this example.

Additional Relay Criteria for Senior Carding Data Points

As part of the National agenda to develop depth in our relays across all Major Games the following criteria be considered for senior carding data points. The standard is based on the current World Championship B Cut, meaning athletes are also eligible to be selected to swim it at the World Championships. The standard will follow the World Championship B Standard for the year of Carding. Eg for FY24, the standard follows the 2024 World Championships Doha time standards.

Relay Data Points will be tagged to the SEA Games E3 Level as a hard data point.

Relay Stroke and Distance (World Championship B Cut - Doha)	Gender	Time – Hard Data Point
100 Freestyle	Male	50.21
100 Freestyle	Female	56.15
200 Freestyle	Male	1:50.81
200 Freestyle	Female	2:02.81
100 Backstroke	Male	1:02.71
100 Backstroke	Female	55.92
100 Breaststroke	Male	1:01.84
100 Breaststroke	Female	1:09.71
100 Butterfly	Male	53.78
100 Butterfly	Female	1:00.37

FY 24 Carding Criteria				
Enhanced Carding	Spex Carding (Only applicable for Spexscholars)	Performance Criteria	Notes	Time standards
E1	S1	Top 8 ranking in the World (Ranking based on 1 Sep 2022- 31 Aug 2023, 2 swimmers per nation)	spexScholars nominated for S1 and S2 carding in addition to meeting the criteria outlined in thematrix, must also have medalled in the Major Games at the level below their requested carding level to demonstrate they can perform at the targeted competition in the year following that Major Game. This additional criteria only applies in the carding process in the year following the Major Games.	Refer to Annex A
E1P	S1P	Achieve time equal or faster to Top 20 ranking in World Ranking (based on 1 Sep 2022- 31 Aug 2023, 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 Sep 2022- 31 Aug 2023, 2 swimmers per nation) or Top 3 in Asian Games in the Asian Games Year	Swimmers need to have multiple data points (at least 3 data points) 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). Times this year are taken from the fastest Top 3 times from 2018 to 2023 Asian Games.	
E2	S2P	Achieve time equal to or faster than Top 6 placing at Asian Level (Ranking based on 1 Sep 2022- 31 Aug 2023, 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 data points) 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). Times this year are taken from the fastest Top 3 times from 2018 to 2023 Asian Games.	
	S3	Swimmers have to show potential to be Top 3 in Asian Level within 4 years period. Minimally a SEA Games medal if SEA Games year, or Top 3 at SEA Level.	Swimmers' years of swimming data will be used to plot their trajectory and to reflect potential in the next few years.	

FY 24 Carding Criteria				
Enhanced Carding	Spex Carding (Only applicable for Spexscholars)	Performance Criteria	Notes	Time standards
E2P		<p>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.</p> <p>Achieve time equal to or faster than Top 8 placing at Asian Level (Ranking based on 1 Sep 2022- 31 Aug 2023, 2 swimmers per nation) or Finals Qualifying time or 8th place (whichever is faster) in Asian Games in the Asian Games Year</p>	<p>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). Times this year are taken from the fastest Top 3 times from 2018 to 2023 Asian Games.</p>	Refer to Annex A
E3		<p>Achieve Time equal to or faster than Top 3 placing at SEA Level (Ranking based on 1 Sep 2022 - 31 Aug 2023, 2 swimmers per nation) or Top 3 in SEA Games in the SEA Games Year</p>	<p>Swimmers need to have multiple data point hitting the time spread across the carding nomination period. Data points may be from different meet. Times this year are taken from the fastest Top 3 times from 2019 to 2023 SEA Games.</p>	
E3P		<p>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 Sep 2022- 31 Aug 2023, 2 swimmers per nation) or Top 4 in SEA Games in the SEA Games Year.</p>	<p>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 (Youth carding if they are still age eligible) or from the carding programme. Times this year are taken from the fastest Top 4 times across 2019 to 2023 SEA Games.</p> <p>First year NSF who were Junior carded in FY23 will be carded at the E3P level if they fulfill conditions stated in the policy. Second year NSF who were carded in FY23 and has shown commitment to stay in training when situation allows will be carded minimally at the E3P level.</p>	

2.2.2 Youth Carding criteria

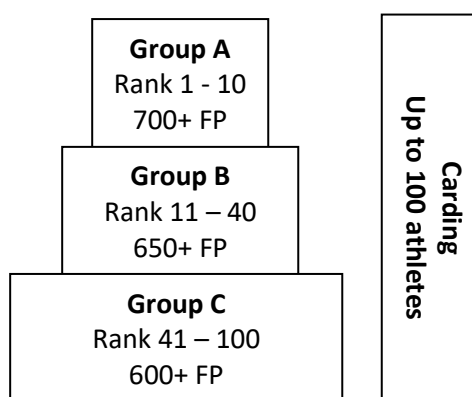
The new Youth Carding criteria has been developed to align with the Singapore Tracking Times (STT) to achieve the national development of Youth swimmers in Singapore towards Olympic Qualification standards. These standards have been developed with the intention to be maintained for the entire duration of each Olympic cycle. In doing so, SAQ hopes to provide consistent standards for the community to plan and work towards achieving the national goals together.

Performance criteria

Athletes will need to achieve hard/soft data points from Singapore Tracking Times and FP to be considered for the Youth Carding.

- Hard Data Points – Track 1/2/3
- Soft Data Points – Green Track

There will be 3 groups within Youth Carding determined by FINA Points (FP³) –



All Youth athletes will first be ranked by FP. All athletes must have a minimum of 3 hard⁴ or soft data points⁵ to be eligible for carding.

Group A

- FP: Must be 700 FP and above
- Must have at least 1 hard data point
- If athlete does not have at least 1 hard data point, they will be considered under the next Group.
- Soft data points must be 700+ FP.

Group B

- FP: 650 and above
- Must have at least 1 hard data point
- Soft Data Points must be 650+ FP
- Also includes athletes with at least 3 data points above 700 FP, but does not have 1 hard data point (mentioned above)
 - If these athletes do not have at least 3 data points (hard or soft) including above 700 FP, they will be considered in the next Group.

³ Swimming Points (Used to be known as FINA Points; link to Swimming Points on WA website [here](#))

⁴ The athlete has achieved a data point in STT Track 1 / 2 / 3

⁵ The athlete has achieved a data point in the STT Green Track or FP for events in that category

Group C

- FP: 600 and above
- Soft Data points must be 600+ FP
- Athletes will be ranked by FP

For Group A and B, athletes will be ranked within their group by the following priorities:

Priority 1 – Number of hard data points from Track 1 first, followed by Track 2, then Track 3

Priority 2 – Highest FP of data points

Priority 3 – Highest combined FPs of the highest data point for three different events.

Note: Groupings are competitive, a swimmers achieved standard may not reflect their final carding group based on rank. Total numbers per grouping are fixed unless by tiebreaker for the final spot the above Priorities 1-3 cannot separate them. In this case the number of places available in the next category will reduce.

Note 1: Only Olympic events will be considered for data points for Youth carding.

Note 2: Youth+ is only applicable for years with a Major Youth Games (SNOC-endorsed or World Junior Championships).

Note 3: SAQ is not obliged to fill all 100 spots for carding, including each category should there not be enough swimmers fulfilling criteria. Final numbers are also dependent on SportSG and the National Youth Sports Institute.

2.2.3 Injuries, Illness and NS disruption to full time training loads. 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 status throughout the carding period. Future carding nomination will be reviewed on a case-by-case basis.

National Service (NS) Privileges

MINDEF and MCCY have developed a programme for Full-Time National Servicemen (NSF) carded athletes to be able to train and compete at the Major Games and competitions.

	Description	Number of days	Effect on ORD date
Full Pay Unrecorded Leave (FPUL)	An NSF Sportsman may apply for FPUL to train for and compete for each Major Competition. This is over and above the 14 days of personal leave that an NSF is entitled to.	20	No change to ORD date
Time Leave (TL)	An NSF Sportsman may apply for TL to train for each Major Competition for up to 7 days.	30 days per Major Competition	Time taken adds on to ORD date
Training Leave Extended (TLE)	An NSF Sportsman may be granted multiple blocks of extended training leave of at least 7 days each.	Up to 180 days across entire full-time NS	Time taken adds on to ORD date

Pre-requisites for the above schemes:

- Must be a Senior carded athlete
- Subject to SAF and Home Team's operational need
- Not currently undergoing essential military training or operations
- Satisfactory military performance and conduct, even while on the schemes
 - Must be medically fit to discharge military duties (i.e. no temp excuses and / or temp PES status)
- Must be selected or assessed to very likely be selected for the confirmed squad
- Applications must be submitted within deadlines provided

Those who are in the above schemes must come out to practice and maintain the designated training hours set by their emplacement. If the athletes stop going to practice during this time on their own volition, they will be dropped from carding.

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

3.1 Open Water Swimming selection criteria

The senior criteria will follow the benchmarks set by SSI. SAQ will develop a junior carding criteria in preparation for the 2025 World Championships that will be held in Singapore.

4.1 Process & Timeline

1. SAQ nominates all eligible swimmers / renewals to SSI based on the selection criteria by 9 January 2024.
2. Athletes to accept carding invitation and complete required steps via Sportsync (see below) by 12 January 2024.
3. Coaches to provide Yearly Planning Instrument (YPI) for each individual nominated athlete by 12 January 2024.
4. Athlete login to Sportsync to update the following by 10 January 2024
 - a. Accept SAQ's carding invite
 - b. Accept "spexCarding Athlete Agreement"
 - c. Accept "Sport-specific Agreement"
 - d. Complete/update their carding profile (If the athlete has already completed the profile before, he /she must have updated the profile within the last 90 days before SAQ can apply for carding).
 - e. Identify 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 SAQ)
6. 1 April Confirmed Carding Offer and awardees will be posted to the SAQ website.

NOTE: All carding offers (new or renewals) will be sent to swimmers directly based on contact information provided in SportSync **by 1 April 2024**.

5.1 Responsibilities of the Swimmer, Personal Coach and/or Club during the Carding Cycle

To SportSync:

SAQ 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 SAQ:

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:

5.1.1 On Acceptance of the Carding -

- 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 SAQ 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 SAQ.

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 SAQ 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 SAQ/SSI to determine suitability to the HPS program. (see below for weekly Training requirements)

5.1.2 During the Year

- Swimmer / Club to submit meet results to SAQ **on conclusion** of any meet participated in not conducted by SAQ. 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@sqaquatics.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 SAQ/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 the 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 SportSG.

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.

6.1 Conclusion

In time, further consideration will be given to defining how selection is made into this carding level to ensure these swimmers continue to close the gap against their international peers and improve the base in which Singapore's future Olympic Medallists will develop. As the carding programme selection develops, we can now challenge the pathways that develop Singapore's Swimming Youth, to provide better opportunities for them to develop toward requirements needed to enter the HPS pathway and enhance future success in the sport.

Annex A

FY24 Carding Senior Performance Time Standards

Women								Men						
SEAG top 4	SEAG top 3	AG 8th Q	AG Top 6	AG Top 3	World Top 20	World Top 8		World Top 8	World Top 20	AG Top 3	AG Top 6	AG 8th Q	SEAG top 3	SEAG top 4
00:25.48	00:25.32	00:25.63	00:25.48	00:24.60	00:24.78	00:24.43	50 Free	00:21.70	00:21.87	00:21.92	00:22.26	00:22.35	00:22.65	00:22.83
00:55.80	00:55.76	00:55.74	00:54.70	00:53.91	00:54.15	00:52.92	100 Free	00:47.62	00:47.99	00:48.04	00:48.94	00:49.28	00:49.69	00:49.89
02:01.77	02:01.64	02:01.63	02:00.76	01:56.43	01:57.82	01:55.51	200 Free	01:44.98	01:46.23	01:45.56	01:47.99	01:48.86	01:48.59	01:49.36
04:18.19	04:17.52	04:18.02	04:15.30	04:07.81	04:07.41	04:03.25	400 Free	03:44.22	03:46.60	03:47.20	03:50.12	03:53.47	03:52.65	03:53.07
08:52.97	08:50.23	08:51.65	08:45.39	08:30.65	08:32.54	08:20.56	800 Free	07:43.08	07:48.10	07:51.44	08:02.00	08:07.17	08:06.71	08:10.77
17:07.64	17:07.45	17:18.89	16:41.80	16:17.78	16:16.29	15:58.82	1500 Free	14:46.59	14:57.23	15:03.29	15:14.27	15:35.48	15:18.87	15:30.87
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00:29.51	00:28.99	00:28.79	00:28.66	00:27.91	00:27.97	00:27.51	50 Back	00:24.41	00:24.90	00:25.15	00:25.39	00:25.69	00:25.61	00:26.02
01:03.92	01:03.71	01:01.92	01:01.36	01:00.03	00:59.98	00:59.06	100 Back	00:52.81	00:53.47	00:53.54	00:54.48	00:55.73	00:55.68	00:56.34
02:19.22	02:17.95	02:14.39	02:12.82	02:09.14	02:09.97	02:07.35	200 Back	01:55.79	01:57.18	01:55.54	02:02.40	02:03.18	02:01.74	02:02.26
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00:32.42	00:31.43	00:31.25	00:31.05	00:30.36	00:30.57	00:30.08	50 Breast	00:26.76	00:27.15	00:26.93	00:27.91	00:27.97	00:28.01	00:28.19
01:10.57	01:10.29	01:09.01	01:08.75	01:07.01	01:06.83	01:05.89	100 Breast	00:58.79	00:59.76	00:59.28	01:01.07	01:01.74	01:01.98	01:02.13
02:34.34	02:31.97	02:33.32	02:28.07	02:23.33	02:25.10	02:22.86	200 Breast	02:08.21	02:10.01	02:08.07	02:12.53	02:13.90	02:13.96	02:15.77
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00:26.99	00:26.98	00:26.88	00:26.73	00:26.02	00:25.98	00:25.62	50 Fly	00:22.89	00:23.18	00:23.44	00:23.56	00:23.71	00:23.84	00:23.98
01:00.49	01:00.39	00:59.73	00:58.93	00:57.83	00:57.96	00:57.05	100 fly	00:50.88	00:51.43	00:51.77	00:52.26	00:52.81	00:52.91	00:52.98
02:14.10	02:12.70	02:13.90	02:10.68	02:08.80	02:09.52	02:07.08	200 Fly	01:54.16	01:55.80	01:55.76	01:57.95	01:58.67	01:59.33	02:00.04
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02:16.76	02:16.39	02:16.18	02:15.01	02:10.36	02:11.50	02:09.16	200 IM	01:56.62	01:58.77	01:57.09	02:00.15	02:03.08	02:02.42	02:03.15
04:53.00	04:49.55	04:56.99	04:47.24	04:38.77	04:41.30	04:36.74	400 IM	04:11.29	04:13.96	04:10.39	04:18.68	04:23.39	04:21.03	04:23.24