

## National Training Centre Model for Western Australia – Trial Phase 2021

The purpose of the reconfiguration of the Performance Program in WA is designed to optimise the resources and investment in Water Polo in WA. In doing this it is hoped to provide opportunities to identified players from all Clubs to be their best and to contribute to the development of all Clubs in WA, leading to strong local competitions, which will in time produce more great players from the West.

The recently released National Strategic Framework, has at its core “Participants, Clubs and Sustainability” and this reconfiguration aligns with those fundamentals. It is critical that participants are provided with adequate opportunities to excel, while not being pushed to the point of burn out, that Clubs are sustainable and able to provide a great experience for all of their members in the local competitions.

The Performance Program model seeks to develop mutually beneficial partnerships, to support the long term strength of the two AWL Clubs from WA in the National Competition, built upon a strong local Club competition involving the majority of local Clubs from A Grade to entry level.

### NATIONAL TRAINING CENTRE PERFORMANCE MODEL

#### NTC Management Structure

The two Performance Programs collectively form the WPA National Training Centre (NTC) and as such there will be three management committees to oversee this project.

The National Training Centre Management Committee (NTCMC) will be formed based on the incumbents in the key roles at WPA and WPWA while each of two AWL Clubs may nominate a single representative each. The Non-AWL Clubs from within each conference may also nominate a single representative from each Conference. The NTCMC will therefore comprise 6 people and will meet 6-monthly on a normal basis but may meet more regularly in the early stages of establishing the program.

The Performance Program Management Committee (PPMC) for each of the Northern and Southern Performance Programs will be formed on a similar basis, via the role holders from WPWA and WAIS or WPA and nominated representatives from the AWL and Non-AWL Clubs within each conference. Each PPMC will meet quarterly in normal rhythm and may meet more frequently to establish the program.

Committee	Members	Core Responsibilities
<b>National Training Centre Management Committee (NTCMC) (n7)</b>	1. WPA NPD (Chair) 2. WPWA Rep 3. AWL Club Rep (n2) 4. Non-AWL Club Rep (n2)	<ul style="list-style-type: none"> <li>• Confirm funding agreements and budgets with each Performance Centre</li> <li>• Ratify Coach Appointments for both Performance Programs</li> <li>• Oversee the delivery of both Performance Programs</li> <li>• Oversee and manage the grievance process relating to both Performance Programs</li> <li>• Distribution of minutes of meeting to all stakeholders</li> <li>• Meet 6 monthly</li> </ul>

<b>Southern Performance Program Management Committee (SPPMC) (n4)</b>	<ol style="list-style-type: none"> <li>1. WPWA Rep (Chair)</li> <li>2. WAIS Rep or WPA NPD</li> <li>3. Melville WPC Rep</li> <li>4. Non-AWL Club Rep</li> </ol>	<ul style="list-style-type: none"> <li>• Management of the process to select of non-categorised players into respective Performance Programs</li> <li>• Management of the process to appoint of coaches to Performance Programs (Senior, 19U, 17U, 15U).</li> <li>• Financial oversight of Performance Program budget.</li> <li>• Reporting to NTCMC against agreed Key Result Areas and Objectives</li> <li>• Timely distribution of minutes of meeting to all stakeholders</li> <li>• Management of the respective Head Coach's performance against KPI's for Performance Program</li> <li>• Meet Quarterly</li> </ul>
<b>Northern Performance Program Management Committee (NPPMC) (n4)</b>	<ol style="list-style-type: none"> <li>1. WPWA Rep (Chair)</li> <li>2. WAIS Rep or WPA NPD</li> <li>3. UWA WPC Rep</li> <li>4. Non-AWL Club Rep</li> </ol>	<ul style="list-style-type: none"> <li>• Management of the process to select of non-categorised players into respective Performance Programs</li> <li>• Management of the process to appoint of coaches to Performance Programs (Senior, 19U, 17U, 15U)</li> <li>• Financial oversight of Performance Program budget</li> <li>• Reporting to NTCMC against agreed Key Result Areas and Objectives</li> <li>• Timely distribution of minutes of meeting to all stakeholders</li> <li>• Management of the respective Head Coach's performance against KPI's for Performance Program</li> <li>• Meet Quarterly</li> </ul>

### Coach Appointment and Employment

Each PPMC will define the process and oversee the appointment of all coaches to the Performance Program roles. This may include the respective Head Coaches for each gender as well as any Age Group Coaches appointed to the program. The PPMC does not vote on the appointment of the Coaches but must approve the process by which the coaches are appointed and ratify the appointments.

The mode of employment of the Head Coaches will be flexible and will be determined by the respective PPMC and may take any one of the following forms:

- The respective Head Coach employed by WPWA in a position co-funded by WPA, WPWA and the AWL Club to run the respective Performance Program, or
- The respective Head Coach employed by WPWA in a position co-funded by WPA, WPWA and the AWL Club to run the respective Performance Program and to be Head Coach of the respective AWL Team. In this instance the Head Coach would have dual reporting responsibilities for the two elements of the role, the Performance Program to the Management Committee and the AWL Team

role to the AWL Club, or

- The respective Head Coach employed by the AWL Club in a position co-funded by WPA, WPWA and the AWL Club to run the respective Performance Program and to be Head Coach of the respective AWL Team. In this instance the Head Coach would have dual reporting responsibilities for the two elements of the role, the Performance Program to the Management Committee and the AWL Team role to the AWL Club.

The core responsibilities and key performance indicators (KPI's) will not change in relation to the management of the Performance Program, regardless of which entity the employment agreement is held with. The Head Coach will be accountable to the relevant PPMC for their performance while running the Performance Program and to the AWL Club during the Competition Phase.

### **Nationally Categorised Athletes**

WPA is currently responsible for the Categorisation of athletes against a standardised scale used for all sports. The purpose of the AIS Categorisation system is to guide the support provided to athletes through the NIN network (WAIS in this case). The scale, as adapted to Water Polo is described in [Appendix 2](#). In simple terms the following model can be applied to the Categorisation of Water Polo Athletes.

1. **Podium:** Multiple Olympian with demonstrated success at the elite level. Athlete is part of the current Olympic Cycle (Tokyo)
2. **Podium Ready:** Has likely been to an Olympics already or is a highly established core member of the current National team. Athlete is part of the current Olympic Cycle (Tokyo)
3. **Podium Potential:** Has not been to an Olympics, but is part of the current Australian squad and will likely be part of current Olympic campaign (Tokyo)
4. **Developing:** Highly Likely to be part of next Olympic Cycle (Paris), therefore considered likely to move to Podium Potential after the current Olympics, based on National Depth Charts
5. **Emerging:** Chance of being part of next Olympic Cycle, but highly likely to be part of the following (2028) Olympics, so would move into Developing after current Olympics (Tokyo)

The current Categorisation Profile through to the Tokyo Olympics has 8 male and 10 female athletes Categorised in WA. Projections for the Paris Olympic cycle currently sees 21 male and 8 female athletes Categorised. This Categorisation is yet to be finalised but is based on current discussions of the National Coaches and High-Performance staff and will be finalised after the Tokyo Olympics.

To ensure there is a critical mass of senior Categorised athletes training together the respective Performance Programs will do several joint training sessions during the off-season period. The respective Head Coaches will work collaboratively to schedule and plan these sessions as part of their position descriptions.

### **Player Selection for Performance Programs**

The PPMC in conjunction with the NTCMC and consistent with WPA National Selection principles will confirm the Selection process and criterion for non-Categorised players to be considered for the respective Performance Programs. For the avoidance of doubt, athletes who have been Categorised Nationally by the AIS will be automatically included in the Performance Program aligned to the Club at which they are a member. Categorization occurs twice annually so this can change throughout the year. For the avoidance of doubt, players do not need to be Categorised to be considered for National program selection. Players are Categorised from the National Squads, so need to be selected into a National Squad BEFORE they can

be Categorised by WPA and the AIS. It is expected that each Performance Program will conduct the following programs. The format of each program should be age appropriate:

- Senior – Male and Female
- 19U – Male and Female
- 17U – Male and Female
- 15U – Male and Female

Categorised Athletes access the Performance Program and WAIS services at no cost as they are supported through the contributions from WPA, WPWA and WAIS, while non-categorised Athletes selected into the Performance Programs will be charged a small levy to assist with the costs of the program. These funds will go toward the running of the program not directly to the AWL Clubs. The budgets and financial management of the programs will be overseen the respective PPMC and additionally by the NTCMC.

The Performance Programs should form part of the Selection Process for the National Championships (15U, 17U and 19U) each year, but non-inclusion or participation in a Performance Program should not prevent a player from being chosen in a National Championships team. The respective PPMC will confirm the eligibility criteria for selection in collaboration with WPWA.

The Performance Programs (North and South) will run through the off-season (nominally April to Sept) and players will return to their respective home Clubs for the Competition Season (nominally October to March)

### Operating Model

The operating model for the dual Performance Programs will be as follows:

- The project will deliver two Performance Programs including competition, preparation, development and recovery phases known as the Southern Performance Program (SPP) and the Northern Performance Program (NPP) that will run through the traditional off and pre-season period (April/May to Sept/Oct)
- A partnership between WPA, WPWA, Melville Water Polo Club and the Southern Conference Clubs (Dolphins Water Polo Club, Cockburn Water Polo Club, Somerset Water Polo Club and Peel Water Polo Club) will deliver a Performance Program to be known as the Southern Performance Program (SPP).
- A partnership between WPA, WPWA, UWA Water Polo Club and the Northern Conference Clubs (Newman Water Polo Club, North Coast Water Polo Club, Stirling Water Polo Club, Triton Water Polo Club and Phantoms Water Polo Club) will deliver a Performance Program to be known as the Northern Performance Program (NPP).
- To ensure the objectives of this project can be achieved, the year will be broken into key components, in line with the National Competition Calendar (NCC). At a high level this will mean alternating distribution of lead and performance roles of the stakeholders involved. A more detailed annual breakdown is provided in [Appendix 1](#) and summarised at a high level below:
  - Term 1 (Approximately Jan to Mar): All Players based with their Clubs in **Competition** mode, supported by the Performance Programs as required.
  - Term 2 (Approximately April to June): Selected Players immersed in the Performance Program in **Development** mode focused on physical, technical, mental and holistic development.
  - Term 3 (Approximately July to September): Selected Players immersed in the Performance Program in **Development** mode focused on physical, technical, mental and holistic development.
  - Term 4 (Approximately October to December) All Players based with their Clubs in **Competition** mode, supported by the Performance Programs as required.
- During Terms 2 and 3 the respective Performance Programs will deliver the water polo specific aquatic



elements of the program. During Terms 1 and 4 this will be delivered through the Club environment while players are playing with their Clubs in the local competition or the AWL.

- Year round WAIS will provide the Sports Science Sports Medicine (SSSM) support ONLY to Nationally Categorized Athletes through the WAIS facilities and structures.
- The Southern and Northern Performance Programs will be required to provide SSSM support at an appropriate level (defined through the Daily Training Environment Standards) to players during Term 2 and 3 as a requirement of the program, and provide the same only as required during Term 1 and 4 if Clubs are unable to provide an appropriate level of support during the Competition season.
- All Nationally Categorized Players will have Individual Player Plans (IPP's) developed and monitored by the appointed WAIS Program Manager (p/T) in conjunction with WPA National Performance Director and respective Performance Program Head Coach.
- The Performance Programs are expected to commence from January 1, 2021 with the existing arrangements to remain in place until then.

#### **Dispute Resolution**

- Disputes are to be tabled in writing to WPWA and will be raised at the respective PPMC meeting for discussion and resolution.
- If the matter cannot be resolved at the PPMC level it will be escalated to the NTCMC group for review.
- If the matter cannot be resolved at the NTCMC level that it will be escalated to an independent panel, coordinated by WPA.

#### **Key Result Areas - Qualitative**

1. Coach Appointment process is clear and transparent
2. Player Selection Process is clear and transparent
3. Communication between Performance Programs and Clubs is open and productive
4. Performance Programs are delivered in line with the objectives of this agreement.
5. Retention and development of athletes is enhanced and WA teams perform strongly at the National Championships

### Key Result Areas – Quantitative

The Performance Programs will collectively be evaluated on the following measures. For reference Western Australia currently (2019/20 Season) represents 21.3% of the Water Polo Community in Australia.

Measure	2021 Target	2022 Target	2023 Target	2024 Target
Number of Categorised Athletes based in WA Performance Programs (M/F) (% of Nationally Categorised Athletes in Australia)	40%	40%	40%	40%
Percentage of National Senior Squad from WA for annual BME event (M/F)	40%	40%	40%	40%
Percentage of WA based players in National Age Group Squads (20U, 18U) Squads (M/F)	40%	40%	40%	40%
Categorised Athletes with IPP's in place and reviewed twice per year	100%	100%	100%	100%
Players meeting IPP Targets on top three priority areas	80%	85%	90%	90%
Average Margin of games in Perth A Grade Competitions	<15	<10	<7	<5
Number of Clubs represented in State League (Premier) Competition	6	8	10	12
Number of Clubs from WA participating in Australian Youth Water Polo Championships	6	8	10	12
Participant Satisfaction Rating Players who report as being <i>Satisfied</i> or <i>Very Satisfied</i> with the overall deliver of the respective Performance Program via WPA managed survey	90%	90%	90%	90%
Budget Management	<5% variation	<5% variation	<5% variation	<5% variation



## Roles and Responsibilities of Key Stakeholders

Partner	Roles and Responsibilities
<b>AWL Club</b>	<ol style="list-style-type: none"> <li>1. Provide a representative to the NTCMC and PPMC (maybe the same or different person)</li> <li>2. Financial Contribution to the delivery of the respective Performance Program</li> <li>3. Additional AWL Athlete support (payment to AWL Players is optional)</li> <li>4. Management of University Partnership (if applicable)</li> <li>5. Sourcing, management and retention of commercial partners for AWL Team and Performance Program</li> <li>6. Day to day management of AWL Teams and staff</li> <li>7. Responsible for all obligations of participation in the AWL Competition</li> <li>8. Adherence with the conditions of the relevant Conference Model agreement or MOU</li> <li>9. Seek to support the establishment or the continuation of a Flippa Ball program within each Club within the conference</li> </ol>
<b>Non-AWL Club</b>	<ol style="list-style-type: none"> <li>1. Provide a representative to the respective PPMC (n1) and to the NTMC.</li> <li>2. Support for the respective Performance Programs through engagement by coaches in formal and informal development opportunities conducted through the Performance Program.</li> <li>3. Clubs to seek over time get to a point where they are able to enter a team in each grade of local competition.</li> <li>4. Adhere to the terms and conditions of the relevant Conference Model agreement or MOU.</li> <li>5. Demonstrate best endeavours to provide an appropriate training environment and playing opportunities for players to maximise retention of players at the Club.</li> <li>6. Actively engage in supporting the respective AWL teams during the AWL season.</li> <li>7. Seek to establish or continue to manage a Flippa Ball program within each Club</li> </ol>
<b>WAIS</b>	<ol style="list-style-type: none"> <li>1. Provision of SSSM support and facility access for Categorised Athletes for the duration of their agreement with WAIS.</li> <li>2. Provision of a Program Manager (0.X FTE) to oversee the preparation and management of Categorised Athletes within the two Performance Programs</li> <li>3. Provision of representative to the two PPMC's.</li> <li>4. Case management coordination of any Nationally Categorised players who sustains a serious injury or a situation that is beyond the scope of management of the respective Performance Programs.</li> <li>5. Delivery of all WAIS Induction program to all Nationally Categorised Athletes and ensure all athletes are aware of relevant Codes and Policies</li> <li>6. Facilitate the connection of Performance Program Head Coaches with WAIS SSSM Staff, other sport coaches and informal development opportunities for coaches.</li> </ol>



---

<b>WPWA</b>	<ol style="list-style-type: none"><li>1. Administration of Competition Framework within WA and the respective Conference Agreements</li><li>2. Representative on the NTCMC Committee</li><li>3. Representative on the two PPMC's</li><li>4. Delivery of Coach and Official Accreditation and Development Programs with support from WPA</li><li>5. Oversight and management of WA based teams attending National Championships (19U, 17U, 15U)</li><li>6. Within the NTCMC and PPMC's particular focus on the appointment and selection process of the Performance Program and player selections beyond the Nationally Categorized Players and communication of such to the WPWA members.</li></ol>
<b>WPA</b>	<ol style="list-style-type: none"><li>1. Representative on the NTCMC and PPMC as required</li><li>2. Facilitate communication between respective National Head Coaches (National and Performance Program) including coordination of State Visits</li><li>3. Management of the WPA High Performance program and overarching strategy</li><li>4. Review of athlete performances at Domestic and International level and provision of feedback to Performance Program Head Coaches</li><li>5. Allocation of WPA program funding to the Performance Programs</li><li>6. Formalization of MOU with WAIS and Funding Agreements for the NTC.</li></ol>

---

### **Performance Program Head Coach Core Responsibilities**

1. Prepare periodised preparation plan for the respective Performance Program
2. Oversee the creation of Individual Athlete Plans (IAP) for each Categorized athlete in consultation with sports science sports medicine (SSSM) staff, WAIS Program Manager and relevant WPA National Coach
3. In conjunction with SSSM staff, management and monitoring of athlete training loads and well-being to optimise performance and retention of players
4. Delivery of the Daily Training Environment for respective squad
5. Regular communication with respective National Team Head Coaches (Cadet, Youth, Junior or Senior) in relation to players in the program and players performing well.
6. Preparation of a handover report on each player at the end of the Performance Program to be provided to and discussed with respective Club Coaches for each player in the Senior Performance Program
7. Support and mentor the coaches of the teams for National Championships (19U, 17U, 15U).
8. Coordination of Nationally Categorized Athlete testing in conjunction with WAIS Program Manager
9. Management and development of Head Coaches of underpinning Performance Programs (19U, 17U, 15U) to ensure consistency and continuity within respective gender and Performance Program
10. Regular communication with the WAIS Program Manager and WPA NPD
11. Monthly reporting to the respective PPMC against key result areas.
12. Management of on-going coach professional development for self and for coaches within the club

*\*Head Coaches of the respective 19U, 17U and 15U programs have the same roles and responsibilities listed from 1 to 7 only.*



## **WAIS Program Manager Core Responsibilities**

- Representative on both PPMC's - Quarterly
- Regular communication (weekly) with respective program Head Coaches during the Performance Program
- Regular communication (weekly) with AWL Team Head Coaches during the Competition Season
- Support respective Performance Program Head Coaches with development of plans
- Attend Performance Program sessions regularly and monitor Daily Training Environment against agreed standards
- Coordinate the provision of SSSM support to categorised athletes through WAIS in line with the MOU
- Coordinate the education and training of Performance Program staff in the use of AMS
- Coordinate testing of Categorised Athletes
- Monitor and coordinate IAP review meetings with respective Head Coaches (National Squads, Performance Programs, AWL Teams) for Categorised Athletes
- Reporting to AIS and WPA in line with agreements
- Administrative support to scholarship holders as required

## **Financial**

The proposed model will offer some efficiencies to all parties through the elimination of duplication particularly in relation to venue bookings which will also improve access to water for more programs.

Where the value of a contribution is through services or facility provision (VIK), this is to be recognised in the Partnership Agreement and the Operation Plan and no financial exchange will occur.

The investment levels outlined below reflect the current investment into programs in WA, so require no additional investment from any party.

Each PPMC will be responsible for developing and managing their respective budgets to deliver the program within the budget.

The following contributions are for a full 12-month period, with six months of this expenditure will fall into FY21 and six months into FY22.

The WAIS contribution outlined below is through service provision and will include, but may not be limited to the following areas for Categorised Athletes:

- Pool hire for joint sessions
- Physiotherapy
- Strength and Conditioning support and gym access at WAIS
- Nutrition
- Psychology
- Athlete Wellbeing and Engagement
- Travel Support as required for National and International events
- Screening, testing and profiling as determined by WAIS staff

<b>CONTRIBUTOR</b>	<b>SOUTHERN PERFORMANCE PROGRAM</b>	<b>NORTHERN PERFORMANCE PROGRAM</b>
<b>Period</b>	<b>Jan 1 to Dec 31, 2021</b>	<b>Jan 1 to Dec 31, 2021</b>
<b>AWL Club (Cash and VIK)</b>	\$120K	\$120K
<b>WAIS (VIK) – 12 months</b>	\$225K	\$225K
<b>WPA (Cash)</b>	\$68.5K	\$68.5K
<b>WPWA (Cash)</b>	\$TBC	\$TBC
<b>Non-AWL Clubs</b>	\$0	\$0
<b>Non-Categorised Athlete Levy</b>	TBC	TBC
<b>University Partner (Cash and VIK)</b>	TBC	TBC
<b>Sponsors</b>	TBC	TBC

**Appendix 1 Annual Plan for WA High Performance Program 2021**


---

<b>Month</b>	<b>Details</b>
<b>Jan</b>	<ul style="list-style-type: none"> <li>Local Club Teams compete in local senior and junior competitions</li> <li>Clubs preparing for AYWPC and AWL in April (TBC)</li> <li>Scholarship holders access WAIS for SSSM services</li> <li>Confirmation of Performance Program Details</li> <li>NTMC facilitate the process of appointing Performance Program Head Coaches (n4)</li> </ul>
<b>Feb</b>	<ul style="list-style-type: none"> <li>Local Club Teams compete in local senior and junior competitions</li> <li>Clubs preparing for AYWPC and AWL in April (TBC)</li> <li>Confirm selection processes for Performance Programs</li> <li>Confirm plans for Performance Programs</li> <li>Scholarship holders access WAIS for SSSM services</li> <li>PPMC's facilitate the process of appointing coaches to 15U, 17U and 19U High Performance Programs.</li> </ul>
<b>Mar</b>	<ul style="list-style-type: none"> <li>Local Club Teams compete in local senior and junior competitions</li> <li>Scholarship holders access WAIS for SSSM services</li> <li>Clubs preparing for AYWPC and AWL in April (TBC)</li> <li>PPMC's facilitate the selection of Performance Program Squads for each centre at 15U, 17U and 19U levels to supplement categorized athlete list. Current categorization does not guarantee future selection in teams but does include a place in training program.</li> <li>Nationally Categorized players tested against benchmarks (WAIS)</li> <li>Annual Screening of categorized players</li> </ul>
<b>Apr</b>	<ul style="list-style-type: none"> <li>AWL Finals (COVID dependent)</li> <li>Local Club Teams participate in AYWPC</li> <li>Scholarship holders access WAIS for SSSM services</li> <li>Rest for players and coaches post season</li> </ul>
<b>May</b>	<ul style="list-style-type: none"> <li>Northern and Southern Performance Programs commence (date to be confirmed)</li> <li>Performance Programs running with regular joint sessions between Categorized Athletes from each Program (Pool costs covered by WAIS for these joint sessions).</li> <li>Scholarship holders access WAIS for SSSM services</li> <li>IAPP's established with all categorized players and Categorized players tested against benchmarks (WAIS)</li> </ul>

<b>Jun</b>	<ul style="list-style-type: none"> <li>• Performance Programs running with regular joint sessions between Categorized Athletes from each Program (Pool costs covered by WAIS for these joint sessions).</li> <li>• Scholarship holders access WAIS for SSSM services</li> </ul>
<b>Jul</b>	<ul style="list-style-type: none"> <li>• Performance Programs running with regular joint sessions between Categorized Athletes from each Program (Pool costs covered by WAIS for these joint sessions).</li> <li>• Scholarship holders access WAIS for SSSM services</li> <li>• WPWA facilitates the selection process of 15U and 17U teams to attend WPA National Championships in October.</li> </ul>
<b>Aug</b>	<ul style="list-style-type: none"> <li>• Performance Programs running with regular joint sessions between Categorized Athletes from each Program (Pool costs covered by WAIS for these joint sessions).</li> <li>• Scholarship holders access WAIS for SSSM services</li> </ul>
<b>Sept</b>	<ul style="list-style-type: none"> <li>• Performance Programs running with regular joint sessions between Categorized Athletes from each Program (Pool costs covered by WAIS for these joint sessions).</li> <li>• Focus of HP Centres shifts toward preparation for the AWL Season</li> <li>• Respective 15U and 17U teams' preparation for WPA National Championships</li> <li>• Scholarship holders access WAIS for SSSM services</li> <li>• Categorized players tested against benchmarks (WAIS)</li> </ul>
<b>Oct</b>	<ul style="list-style-type: none"> <li>• Focus of Performance Programs shift toward preparation for the AWL Season (assuming season starts late November)</li> <li>• Respective 15U and 17U teams participate in WPA National Championships and then return to local Clubs for the local season</li> <li>• Local Club Teams compete in local senior and junior competitions and prepare age group teams for AYWPC</li> <li>• Respective 19U squads named and undertake minimal preparation (most will be involved in AWL prep and exams)</li> <li>• Scholarship holders access WAIS for SSSM services</li> </ul>
<b>Nov</b>	<ul style="list-style-type: none"> <li>• Performance Programs switch to AWL mode and participate in phase 1 of the AWL</li> <li>• Respective 19U squads named and undertake minimal preparation (most will be involved in AWL prep and exams)</li> <li>• Local Club Teams compete in local senior and junior competitions and prepare age group teams for AYWPC</li> <li>• Scholarship holders access WAIS for SSSM services</li> </ul>
<b>Dec</b>	<ul style="list-style-type: none"> <li>• Performance Programs switch to AWL mode and participate in phase 1 of the AWL</li> <li>• Respective 19U squads participate in 19U National Championships following Phase 1 of AWL</li> <li>• Local Club Teams compete in local senior and junior competitions and prepare age group teams for AYWPC</li> <li>• Scholarship holders access WAIS for SSSM services</li> <li>• Categorized players tested against benchmarks (WAIS)</li> </ul>

## APPENDIX 2: NATIONAL CATEGORIZATION FRAMEWORK

Performance Pathway Categories	Description & Criteria
<b>PODIUM</b>	<b>Olympic Pathway</b> – athletes in a senior team/squad that has won a medal at an Olympic Games, World Championships or agreed BME <sup>1</sup> in the previous 24 months and <b>must</b> be considered capable of winning a medal at the next Olympic/Paralympic Games, as measured against the Athlete Assessment Matrix.
<b>PODIUM READY</b>	<b>Olympic Pathway</b> – athletes in a senior team/squad that has placed 4-8th at the most recent Olympic Games, World Championships or agreed BME <sup>2</sup> . Athletes must be considered capable of progression to PODIUM level and targeting a medal at the next Olympic Games, as measured against the Athlete Assessment Matrix
<b>PODIUM POTENTIAL</b>	Athletes in a Senior squad where the Senior Team does not achieve a top 8 finish at the pinnacle or BME and who will have achieved agreed performance benchmarks which, alongside international competition performances, reasonably indicative of their future potential for podium success, as measured against the Athlete Assessment Matrix. Athletes must be considered capable of progression to at least PODIUM READY level categorisation within the agreed sport matrix timeframes.
<b>DEVELOPING</b>	Athletes have progressed through a reliable talent confirmation phase and are selected in the National Junior (20U) or Youth (18U) Squad in the previous 12 months. Athletes must be considered capable of progression to at least PODIUM POTENTIAL level categorisation within the current or next Olympic Cycles (minimum 5 year and maximum 7 year timeframe) , as measured against the Athlete Assessment Matrix and considering top 8 team performance at the world championships or equivalent when they occur.
<b>EMERGING</b>	Athletes have been identified by an NSO via a valid and reliable talent identification process, known as the National Youth / 18&U Squad. (agreed in advance and with future podium potential characteristics identified), as detailed in the Athlete Assessment Matrix and considering top 8 team performance at the world championships or equivalent when they occur.

<sup>1</sup> Pinnacle Event – will vary across sports but is the peak event typically occurring within a four-year cycle

<sup>2</sup> BME (Benchmark Event) - will be agreed at the beginning of the cycle as part of the planning process and **MUST** be an event with comparable performance standards to those needed at the pinnacle event.

3. Each squad, not including the senior squad, is limited to the age specified under FINA rules for participation at the identified pinnacle and BME competitions.

The following aspects need to be confirmed by the NTCMC and respective PPMC's:

- Terms of Reference
- Confirmation of accountability of coaching roles.
- Obligations of AWL Clubs
- Obligations of Non-League Clubs
- Confirm review process and timeline
- Confirm budget contributions from all parties
- Confirm dispute resolution process
- Confirm the services to be provided by WAIS
- Fee structure for Participants in the Performance Programs – based on budgets and costs
- Confirmation of the trial phase assessment process, timing and objectives

