

# WAIS Swimming Scholarship Selection Guidelines, Criteria and Process

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**Approved by:** Performance Team Director - Podium

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## 1. Athlete Selection Guidelines

Selection for a WAIS Swimming scholarship will be based on the criteria outlined in Section 7 of this Policy.

### A. Scholarship Objectives

The goals of WAIS Swimming athlete scholarships are to support enhanced athlete performance with the aim to:

- a) Maximise the WA contribution to Australian podium performances and
- b) Maximise WA representation on National teams at selected international competitions.

### B. Scholarship Timeframe

WAIS Swimming scholarships will commence on 1<sup>st</sup> June concluding on 31<sup>st</sup> May annually.

### C. Scholarship Categorisation

The athletes will be categorised according to their previous year's performances and other key selection criteria. Athlete categorisation will align with the National framework described in the table below:

Podium Pathway category	Description	Other category	Description
<b>Podium</b>	Athlete who had a medal performance at a world championship (or equivalent) event in the previous 24 months and is considered capable of a medal at the next world championship (or equivalent) event.		
<b>Podium Ready</b>	Athlete who placed fourth to eighth at the most recent world championship (or equivalent) event and is considered capable of progressing to Podium in the next two years		
<b>Commonwealth Gold</b>	Athlete who does not fit into the categories above but is considered capable of a gold medal at the 2022 Commonwealth Games.		
<b>Podium Potential</b>	Athlete who is considered capable of progressing to at least Podium Ready in the next two years.		
<b>Developing</b>	Athlete who is considered capable of progressing to at least Podium Potential in the next two years.		
<b>Emerging</b>	Athlete who is considered capable of progressing to at least Developing in the next two years.		
		<b>International</b>	Athlete who does not satisfy any of the <b>Podium Pathway</b> category criteria but has earned selection for the national senior team or squad preparing for the NSOs significant event.

(Significant events are the Olympic Games, the FINA World Swimming and Open Water Championships and the Commonwealth Games.)

#### **D. Scholarship Type**

There are 2 types of WAIS Swimming Scholarship available:

##### **a) WAIS Swimming Program scholarship**

The scholarship holder is coached by a WAIS employed Swimming coach and is able to access performance services, travel and medical assistance in line with the athlete's categorisation and the WAIS Athlete benefits policy.

##### **b) WAIS Individual Athlete Support (IAS) Swimming scholarship**

The athlete does not train in a WAIS Sport Program Daily Training Environment with a WAIS Swimming Coach. They are offered swimming coach fee relief, performance services, travel and medical assistance in line with the athlete's categorisation and the WAIS Athlete benefits policy.

#### **E. Selection Process**

The selection process is different for current WAIS Swimming scholarship holders compared to that of a new candidate.

##### **a) Current WAIS scholarship holders**

All current WAIS scholarship holders will be automatically considered for selection and it is not necessary to submit a selection Application.

##### **b) Swimmers not currently on WAIS scholarship**

Swimmers not currently on WAIS scholarship who wish to be considered must send a completed application form (Appendix 1) to WAIS Performance Team Director – Podium, Jo Richards ([jrichards@wais.org.au](mailto:jrichards@wais.org.au)) by COB AWST **Monday 6<sup>th</sup> May 2019**. It is Swimming Australia and/or Swimming WA's obligation if they feel a swimmer is eligible for a WAIS scholarship to contact them to encourage them to submit an application using the process outlined in Appendix 1.

All applications will be considered and assessed by the panel. The selection meeting will occur in the first week (or close to) of May annually.

The Swimming WA State Head Coach, WAIS Performance Team Director - Podium and the Swimming Western Australia General Manager Performance and People will form a selection panel to review athletes against the Athlete Selection Criteria. If, for unforeseen circumstances, a panel member is unavailable, a proxy may be appointed with the approval of the remaining panel.

Coaches of athletes applying may compile and provide additional information or attend the selection panel meeting to give evidence in support of their athlete's application.

The WAIS Performance Team Director - Podium will recommend a shortlist of athletes for scholarship to the WAIS CEO.

There are 2 different processes to finalising the scholarship process depending on the type of scholarship:

**a) All athletes nominating for a Swimming Program scholarship**

The WAIS CEO will offer scholarships directly to successful athletes. Upon receiving the offer, athletes will be required to complete a variety of administration and medical requirements within 3 weeks. When all requirements have been completed, athletes will officially commence the full WAIS scholarship.

**b) All athletes nominating for an IAS Swimming Scholarship**

New shortlisted IAS candidates will be offered the opportunity to complete a WAIS Individual Athlete Performance Plan (IAPP) within four weeks from receiving their WAIS offer. Based on the Performance Team Director – Podium's evaluation of the IAPP, recommendations of scholarship will be made to the WAIS CEO who will consider and approve for scholarship as required. Current IAS athletes who have been shortlisted for scholarship renewal will have access to the WAIS facility and service providers as per their existing scholarship, though remain subject to the same timeframes for the development of a new IAPP.

Failure to complete an approved IAPP within the allotted timeframe may result in termination of the shortlist IAS Swimming Scholarship offer.

All applicants will be notified of the WAIS decision on their application by electronic mail.

All athletes offered a WAIS IAS Swimming scholarship must complete the scholarship medical and administrative requirements within 3 weeks of offer. Failure to complete all medical and administrative scholarship requirements within the allotted timeframe may result in termination of the scholarship offer.

Athletes who have sent a nomination form and are unsuccessful will be notified by the WAIS Performance Team Director - Podium.

**Special Circumstances**

The Selection Panel may consider, at any time during the scholarship year:

- Athletes who are relocating from interstate and are Nationally categorised
- Athletes who achieve the performance criteria at a qualifying event (as per section 6).

**2. Queries on Selection**

Any questions concerning any aspect of selection must be in writing and addressed to the WAIS Performance Team Director – Podium, Jo Richards, [jrichards@wais.org.au](mailto:jrichards@wais.org.au) within 14 days following notification.

### 3. Appeal Process

If an athlete wishes to lodge an appeal about the selection outcome, this appeal is to be submitted in writing to the WAIS Performance Team Director - Podium.

Appeals will be reviewed thoroughly by the Selection Panel. The athlete will be advised of the outcome of the appeal in writing.

In the event that the athlete is unsatisfied with the outcome of an appeal, the appeal can be escalated by the athlete to the WAIS CEO, in writing. In this instance, the Performance Team Director – Podium will review the process followed by the selection panel and provide a further recommendation to the WAIS CEO. The WAIS CEO will then notify the athlete of the outcome of the appeal.

### 4. De-selection Process

*Athlete initiated* - An athlete wishing to withdraw from their WAIS scholarship may do so at any time by informing their WAIS Performance Team Director in writing.

*Coach initiated* – For WAIS Swimming Program based athletes the WAIS Coach may recommend to the Selection Panel the withdrawal of an athlete’s scholarship after a formal review or at any other time deemed necessary, based on the athlete’s current and future performance, commitment and potential to achieve the program’s objectives.

*WAIS initiated* - Any athlete’s program scholarship may be suspended or terminated where he or she breaches the WAIS Athlete Agreement.

***WAIS reserves the right to deselect athletes at any point during the scholarship period should the athlete no longer meet the aforementioned selection criteria. The process of deselection is bound by the WAIS Athlete Transition Policy.***

In each instance;

- The Performance Team Director - Podium will recommend cancellation of scholarship to the WAIS CEO.
- The WAIS CEO will confirm the cancellation of scholarship in writing to the athlete.

### 5. Athlete Eligibility Criteria

- A. Athletes must satisfy the below requirements in order to be considered for selection:
1. Athletes must hold valid Australian Citizenship\*<sup>1</sup>
  2. Athletes must satisfy general competition requirements as directed by the National Sporting Organisation, International Federation and Australian Olympic or Paralympic Committee including, but not limited to, valid club affiliation and competition licence requirements.
  3. Athletes must be eligible to qualify for the Australian Team at Senior World Championships (or equivalent) and at the Olympic or Paralympic Games.

\*<sup>1</sup> Athletes may be considered for WAIS Scholarship if they can provide written confirmation from the Australian Government (Department of Home Affairs) that they will hold valid Australian Citizenship within a specified timeframe, at the discretion of the Performance Team Director.

WAIS reserves the right to terminate a WAIS Scholarship or Grant if the athlete no longer satisfies the aforementioned requirements at any point throughout the scholarship period.

- B. Meet the minimum performance criteria (if they are applying as a new Scholarship holder - as per section 7).

## **B. Qualifying Events**

### **A. Pool**

Performances for selection will be considered from any event that meets the requirements outlined in the FINA Swimming Rules. Results for Olympic and Paralympic events only will be considered.

### **B. Open Water**

Performances for selection will be considered from the Swimming Australia Open Water National Championships.

## **C. Athlete Selection Criteria**

Performance, Potential to Progress and Champion Behaviours are the factors will be considered as part of the selection process:

### **A. PERFORMANCE**

All reference times provided by SAL are located in Appendix 2.

**New scholarship athletes** will need to meet the entry level performance standard outlined below:

Females 18 years or under and males 20 years or under as of 26 April 2019.

- Pool<sup>\*\*</sup>:
  - All Olympic Events: swimmer has recorded a time at a qualifying event after January 1, 2019 that is within +4% based on the Bench Mark Times Table in Appendix 2, excluding 400fs, 800fs, 1500fs and 400im with these being +3% times.
- Paralympic:
  - A member of the current year Senior National Team
- Open Water:

- Placed 1-8 over the line (all Australian starters) at the 2019 SAL Australian Open Water Championships, with the final time within 1 minute of 1st place Australian finisher, or
- Member of the 2019 Australian National team for the FINA Junior Open Water Championships (Date TBC)

\*\* As this is a significant tightening of performance standards for able bodied athletes in the pool from previous year's WAIS Swimming scholarship selection criteria, applications from swimmers who perform +4-6% for all Olympic Events excluding 400fs, 800fs, 1500fs and 400im with these being +3-5% times are welcome to apply. Should outstanding 'potential to progress' and 'champion behaviours' be demonstrated within the application, the selection committee reserves the right to use their significant experience and discretion to award a WAIS scholarship under these circumstances.

#### Females 19 or 20 years and males 21 or 22 years as of 26 April 2019.

- Pool:
  - All Olympic Events: swimmer has recorded a time at a qualifying event after January 1, 2019 that is within +2% based of the Bench Mark Times Appendix 2, excluding 400fs, 800fs, 1500fs and 400im with these being +1% times.

#### Females 21 years or over and males 23 years or over as of 26 April 2019 for Olympic pool events & females 19 years or over and males 21 years or over as of 26 April 2019 for Paralympic and Open Water disciplines.

All swimmers in the above age bracket that are not existing WAIS scholarship athletes will need to be a SAL Nationally categorised swimmer (Podium, Podium Ready, Podium Potential, International only) or meet the WAIS criteria below as a minimum standard to be considered eligible for a WAIS scholarship. Details regarding performance standards for SAL categorisation can be found in Appendix 3.

- Paralympic:
  - Ranked 1-8 in the world based on the 2018 IPC Swimming World rankings (3/nation)
- Open Water:
  - Placed 1-3 over the line (all Australian starters) at the 2019 SAL Australian Open Water Championships, with the final time within 30 seconds of 1<sup>st</sup> place Australian finisher.

## **B. POTENTIAL TO PROGRESS**

These factors will be assessed in the scholarship application process in Appendix 1:

- a) Physical
  - Body composition
  - Musculoskeletal assessment.

- b) Technical
  - Performance history; athletes are required to demonstrate an upwards performance curve in their primary event.
- c) Psychological
  - “Coachability” (communication, openness)
  - Engagement with training (commitment to plan, vigour, dedication, self-discipline, flexibility)
  - Management of the performance environment (competitiveness, ability to execute mental skills)
  - Mental skills (attention & emotional control, goal setting, decision making).
- d) External
  - Manages university, school or work without compromising training and/or performance
  - Is proactive in providing timely communication of training, camp and competition plans to the educational institution and/or workplace to ensure neither external or training commitments are compromised
  - High level of communication between swimmer, family and WAIS.

### **C. CHAMPION BEHAVIOURS**

- Athletes will be required to demonstrate a high level of commitment to training and competition programs
- In addition, athlete behaviour is expected to reflect the requirements of a high performance program, including
  - Exemplary discipline
  - A positive approach towards improvement
  - Respect for coaches, athletes and the program in general
  - Demonstrated behaviours aligned with WAIS values -Quality, Teamwork, Integrity and Passion.

#### **Notes:**

- Existing WAIS Scholarship athletes will need to demonstrate positive progression in personal best times over a two year period and/or be selected on the National Team in order to remain on scholarship.
- Achievement of the Performance Criteria will not automatically result in scholarship selection. All three areas outlined above - Performance Criteria, Potential to Progress and Champion Behaviours will be assessed equally when considering swimmers for WAIS scholarship selection.

## APPENDIX 1 - WAIS Swimming Scholarship Application Form

This form will be available online via the WAIS website in April annually.

The athlete will complete the form providing an electronic version of their coach's signature. When the coach signs this form it means the coach is willing to engage with WAIS to assist with the final selection decision. This may include providing information about the athlete's Potential to Progress and Champion Behaviours that will assist the selection panel to make an informed and fair judgement of the athlete's suitability for a scholarship if requested.

### Application Details

<b>First Name</b>	
<b>Surname</b>	
<b>Date of birth</b>	
<b>Current age</b>	
<b>Gender</b>	
<b>Postal address</b>	
<b>Phone - mobile</b>	
<b>Email address</b>	
<b>I confirm that I am an Australian Citizen (or in the process of obtaining my Australian Citizenship) and eligible to be selected and to compete for Australia at International Competitions, as per the rules of Swimming Australia.</b>	
<b>Club affiliation</b>	
<b>Coach name and accreditation level</b>	
<b>Coach contact phone</b>	
<b>Coach email address</b>	
<b>Years coached by current coach</b>	
<b>Are you applying for a Swimming Program Scholarship or a Swimming IAS Scholarship?</b>	

### Swimmer's Performance History

Year	Event	Time	% above World fastest time in previous year	National Ranking	Swim sessions per week	Km swam weekly
2019	1)					
	2)					
2018	1)					
	2)					

2017	1)					
	2)					

**Potential to Progress**

<b>Physical</b>	
Current Height	
Have you ever had a Musculo Skeletal assessment with a physiotherapist? Yes/No	
If yes, what were the major findings?	
Do you have a personal program which is addressing these issues?	
<b>Psychological</b>	
Please provide evidence why you think you are coachable?	
How would you rate your engagement with training?	
How would you rate your ability to perform under pressure?	
List your three strongest mental skills which will assist your progress to become a great swimmer.	

<b>External</b>	
How do you manage to balance your study/work and training?	
How would you rate your level of family support in your pursuit to become the best swimmer you can be?	
Please describe how you demonstrate behaviours aligned with WAIS values - Quality, Teamwork, Integrity and Passion	
What is your ultimate goal in Swimming?	
How do you believe that WAIS can help you achieve your goal?	

## APPENDIX 2 – Benchmark Times

### 2018/19 WAIS Selection Times

#### MEN

SELECTION EVENTS	Benchmark			
	2018-19 Teams	WLC 2017 8th (23yrs/over)	21&22yrs	20yrs/u
50m Freestyle	00:21.77	00:22.21	00:22.64	
100m Freestyle	00:48.31	00:49.28	00:50.24	
200m Freestyle	01:46.28	01:48.41	01:50.53	
400m Freestyle	03:46.14	03:48.40	03:52.92	
800m Freestyle	07:50.97	07:55.68	08:05.10	
1500m Freestyle	14:59.32	15:08.31	15:26.30	
100m Backstroke	00:53.76	00:54.84	00:55.91	
200m Backstroke	01:56.11	01:58.43	02:00.75	
100m Breaststroke	00:59.24	01:00.42	01:01.61	
200m Breaststroke	02:08.80	02:11.38	02:13.95	
100m Butterfly	00:51.31	00:52.34	00:53.36	
200m Butterfly	01:55.58	01:57.89	02:00.20	
200 IM	01:57.81	02:00.17	02:02.52	
400 IM	04:15.69	04:18.25	04:23.36	

#### WOMEN

SELECTION EVENTS	Benchmark			
	2018-19 Teams	WLC 2017 8th (21yrs/over)	19&20yrs	18yrs/u
50m Freestyle	00:24.59	00:25.08	00:25.57	
100m Freestyle	00:53.20	00:54.26	00:55.33	
200m Freestyle	01:56.34	01:58.67	02:00.99	
400m Freestyle	04:06.48	04:08.94	04:13.87	
800m Freestyle	08:30.66	08:35.77	08:45.98	
1500m Freestyle	16:20.98	16:30.79	16:50.41	
100m Backstroke	00:59.82	01:01.02	01:02.21	
200m Backstroke	02:07.64	02:10.19	02:12.75	
100m Breaststroke	01:06.81	01:08.15	01:09.48	
200m Breaststroke	02:23.81	02:26.69	02:29.56	
100m Butterfly	00:57.64	00:58.79	00:59.95	
200m Butterfly	02:07.82	02:10.38	02:12.93	
200 IM	02:10.45	02:13.06	02:15.67	
400 IM	04:37.14	04:39.91	04:45.45	

## APPENDIX 3 – SAL Categorisation

Podium Pathway Category		Description
Podium	AIS	<i>Athlete who had a medal performance at a world championship (or equivalent) event in the previous 24 months and is considered capable of a medal at the next world championship (or equivalent) event.</i>
	SAL	<ul style="list-style-type: none"> <li>Athlete who had a medal performance in an individual Olympic or Paralympic event, at a World Championship, Olympics or Paralympics in the previous 24 months (inclusive of 2 benchmark events).<sup>1</sup></li> <li>Finalist member of a relay team who had a medal performance in Olympic or Paralympic events, at a World Championship, Olympics or Paralympics at the most recent benchmark event.<sup>2</sup></li> </ul> <p><b>And considered capable of a medal performance at the next international benchmark event (Olympic/Paralympic Games or World Championships)</b></p>
Podium Ready	AIS	<i>Athlete who placed fourth to eighth at the most recent world championship (or equivalent) event and is considered capable of progressing to Podium in the next two years.</i>
	SAL	<ul style="list-style-type: none"> <li>Individual or finalist member of a relay team, who placed 4<sup>th</sup> – 8<sup>th</sup> in Olympic or Paralympic events, at a World Championship, Olympics or Paralympics in the previous 12 months (most recent benchmark event).</li> <li>For years where there has not been an Olympic / Paralympic Games or World Championships within the last 12 months (2018), the following rankings for Pool and Para athlete based off the <i>Virtual World Championships</i><sup>3</sup> will be relevant:                             <ul style="list-style-type: none"> <li>Individual swimmer ranked 1<sup>st</sup> – 8<sup>th</sup></li> <li>Finalist member of a relay team ranked 1<sup>st</sup> – 8<sup>th</sup><sup>4</sup></li> </ul> </li> </ul> <p>Note: For years where there has not been an Olympic / Paralympic Games or World Championships within the last 12 months (2018), <b>Open Water</b> athletes cannot attain a category higher than Podium Potential A<sup>5</sup> (based on qualification for the benchmark team in an Olympic events) as there is no 'world' event and no way to rank the athlete performances at events such as World Cups.</p> <p><b>And considered capable of progressing to Podium in the next two years</b></p>
Commonwealth Gold	AIS	<i>Athlete who does not fit into the categories above but is considered capable of a gold medal at the 2018 Commonwealth Games.</i>
	SAL	N/A

1 Individual medallists who do not maintain a medal winning performance at the subsequent benchmark event and then fail to qualify for following benchmark team will be assessed at the Podium Potential B level after benchmark selection event.

2 Relay medallists who fail to qualify for the following benchmark team will be assessed at the Podium Potential B level after the benchmark selection event.

3 \*Virtual World Championships

For the **Olympic Performance Stream**, the Virtual World Championships combines the results from the "A" final of Olympic events at the following Championships, limited to a maximum of two athletes per nation: 2018 Commonwealth Games, 2018 Pan Pacific Championships, 2018 European Championships, 2018 Asian Games, 2018 South American Championships

For the **Paralympic Performance Stream**, The *Virtual World Championships* combine the results of the "A" final of Paralympic events at the following Championships, limited to a maximum of two athletes per nation: 2018 Commonwealth Games, 2018 Para Pan Pacific Championships, 2018 European Championships, 2018 Asian Para Games.

4 Athletes categorised at the Podium Ready level who fail to qualify for the following benchmark team will be assessed at the Podium Potential B level after the benchmark selection event.

5 This excludes open water athletes that were a medallist in an Olympic discipline at the most recent benchmark event.

Podium Pathway Category		Description	
Podium Potential	AIS	<i>Athlete who is considered capable of progressing to at least Podium Ready in the next two years.</i>	<b>International</b>
	A	A Pool, Open Water or Para athlete who is a member of the current benchmark team (selected in an Olympic or Paralympic event), who also qualified for their first benchmark team within the last 24 months (two most recent benchmark teams) <b>And considered capable of progressing to Podium Ready in the next two years</b>	AIS Athlete who does not satisfy any of the <i>Podium Pathway</i> category criteria but has earned selection for the national senior team or squad preparing for the NSOs benchmark event.
	B	A Pool, Open Water or Para athlete who did not qualify for the most recent benchmark team but who was a member of the previous benchmark team (selected in an Olympic or Paralympic event) and is still deemed as having potential to progress to Podium Ready level. A Pool or Para athlete who did not qualify for the most recent benchmark team but who has achieved a time in the current calendar year at the Australian Championships or a designated international meet that is ranked top 8 in the world (based on previous year 2/nation world rankings) for a Pool athlete, or top 5 in the world (based on previous year 3/nation world rankings) for a Para athlete. <b>And considered capable of progressing to Podium Ready in the next two years</b>	SAL A Pool, Open Water or Para athlete who is a member of the current benchmark team, but who has not progressed to and maintained Podium Ready category or higher within 24 months of making their first benchmark team.
Developing	<p><b>N/A for WAIS scholarship categorisation.</b></p> <p><b>Please refer to performance criteria.</b></p>		
Emerging			