



Orienteering Australia High Performance Squad Structure 2022 (Trial)

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Summary

Endorsed by the Orienteering Australia (OA) board, the OA High Performance Management Group (HPMG) has established a modified HP squad structure which will be trialed in 2022. OA hopes to return to a normal international season in 2022, starting with a strong performance at Oceania Championships in New Zealand in January 2022. The squad restructure aligns with OA's goal to send strong teams to junior and senior world championships in 2022 and into the future.

The restructure will reduce the number of OA squads to 2, whilst **supporting states to provide a squad structure to athletes who are not in the OA squads**. The two squads in 2022 will be:

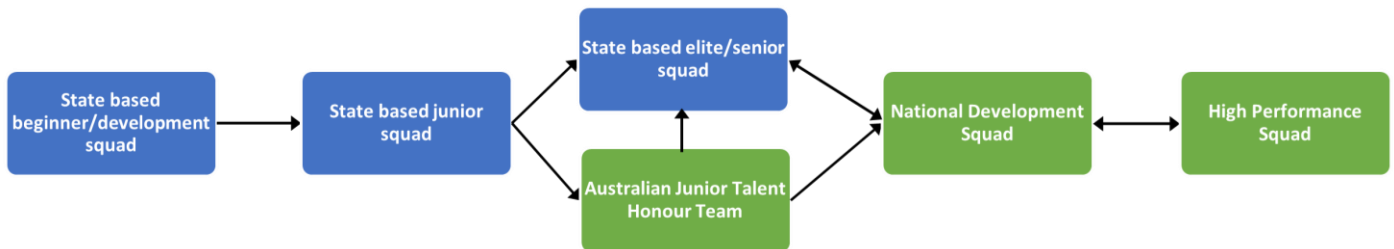
- *High Performance Squad*: designed to meet the needs of athletes aiming to excel at the world orienteering championships in 2022 and 2023.
- *National Development Squad*: designed to meet the needs who are aiming for senior representation at world championships or world cups from 2022-2024. Subset group of athletes capable of a top 3 performance at World Masters.

State/territories will be encouraged and supported to provide a squad structure to athletes who are hoping to excel at national level events, in junior, senior or masters' categories. There is scope for athletes in the two OA squads to be mentors/coaches for these state level squads.

In support of junior talent and to facilitate movement of these athletes into the OA squad structure, **OA will name an annual Junior Talent Honour Team after the Australian Championships**.

National team selection and team preparation activities sit outside, but compliment, this structure. Athletes do not have to be a member of a squad in order to be selected in a national team. However selected athletes will be invited to join applicable squad if eligible at the time of selection.

The following figure outlines the overall squad structure:



Selection, Application and Review:

All OA squads (including the Junior Talent Honour Team) will be selected after the Australian Championships for the following year. They will be reviewed on an annual basis, with athletes needing to satisfy objective and subjective benchmarks to maintain their squad selection.

For each squad, initial selection will be made by the squad coach/s, the OA Head Coach and the OA HP administrator. Selected athletes will be invited to join the squad and will be asked to either accept, decline or ask to be placed in a lower squad.

Athletes can apply to be in the squad at any time in the year if they feel they meet the eligibility criteria. Their application will be assessed by the selection committee above.

For masters' athletes, admission to the National Development Squad will be through **expression of interest only** (i.e., they will not be selected). Expressions of interest to join the squad will be assessed by squad coaches.

Orienteering Australia High Performance Squad:

Purpose:

To support athletes who are a realistic chance of top 30 placing at world championships or top 40 placing in world cup round in 2022 or 2023.

In OA PPF (draft) this squad will support athletes in E2 (senior international success) and M (sustained international success). See appendix 1.

Eligibility:

The following objective and subjective benchmarks will be used to determine eligibility. An athlete does not need to satisfy all benchmarks but would be expected to satisfy most.

Objective benchmarks:

- Previous top 30 WOC or top 40 world cup in the past 5 years
- Member of Australian team at WOC in the past 5 years
- Top 3 at Oceania championships in past 3 years
- Top 3 in senior national orienteering league or Australian Championship event/s
- Physical benchmark relevant to speciality

	Men	Women
3km (sprint)	9:05	11:00
5km (sprint, middle)	15:40	19:00
10km (middle, long)	33:20	40:00
Half Marathon (long)	73:20	88:00

Subjective measures:

- Engagement with personal coach/mentor
- Dedicated training program towards goals in 2022/2023
- Dedicated training log
- History of positive engagement with OA HP staff
- Regular attendance at domestic events and training camps

Coaching Staff:

One coach to 10 athletes. Expect one coach for 2022, may grow in future years if more athletes meet eligibility requirements. Overseen by OA HPMG (OA Head coach and OA HP admin).

Support:

- Initial goal setting session with HP squad coach +/- personal coach/mentor and then yearly review
- Fortnightly-monthly check in from Hp squad coach (depending on time of year)
- Access to HP squad coach for follow up sessions on ad hoc basis as required
- Monthly webinar with all of HP squad and HP squad coach (could be with NDS)
- Invitation to at least one OA training camp annually specifically for OA HP squads (could have NDS attending as well)
- OA funding towards official OA training camps (nominal funding amount split between HP squad who attend)
- Discounted Trimtex Australian orienteering gear at any time while in squad (Aus team prices)

Athlete requirements

To remain a member of the HP squad, athletes must:

- Have completed all Sport Integrity Australia relevant courses
- Engage with HP squad coach in annual goal setting session + fortnightly-monthly check ins
- Maintain dedicated training program (or rehabilitation program if injured)
- Maintain dedicated training log that can be monitored by HP squad coach
- Attend monthly webinars with HP squad (as available)
- Attend at least one OA training camp each year (domestic athletes)
- Attend at least 50% of national level races each year (domestic athletes)

National Development Squad (NDS):

Purpose:

To support athletes who are a realistic chance of representing Australia at a senior World Championships or World Cup event from 2022-2025. This squad will also support masters' athletes who are aiming to perform at the highest level at World Masters from 2022-2025.

This squad would include athletes at E1 (Senior National Representation) and T4 (Breakthrough and Reward) in OA PPF, combining:

- Top performing JWOC runners
- New senior runners (i.e. under 23) developing to perform at senior level
- Those returning to elite sport after a break from previous representation
- Those entering our sport as a senior elite athlete (i.e. crossover from trail running/athletics).

It will also include athletes in the “performance for life” phase of the OA PPF.

Eligibility:

The following objective and subjective benchmarks will be used to determine eligibility in these squads. An athlete does not need to satisfy all benchmarks but would be expected to satisfy most.

Objective benchmarks:

- Previous representation at WOC, JWOC or World Cup
- Top 3 in junior Oceania Championship event/s
- Top 5 in senior Oceania Championship event/s
- Top 3 in junior national orienteering league or Australian Championship event/s
- Top 5 in senior national orienteering league or Australian Championship event/s
- Physical benchmark relevant to speciality
- Previous top 3 Sprint or top 5 forest result at World Masters

Subjective measures:

- Engagement with personal coach/mentor
- Dedicated training program towards goals in 2022-2024
- Evidence of working on physical capacity with non-orienteering competition.
- Dedicated training log
- Engagement with OA HP staff
- Attendance at domestic events and training camps

Physical capacity **goals** (not considered in squad eligibility):

	Men	Women
3km	9:05-10:00	11:00-12:00
5km	15:40-17:15	19:00-21:00
10km	33:00-36:45	40:00-44:30
Half Marathon	73:20-81:00	88:00-97:30

Coaching Staff:

One coach to 15 athletes. Expect two coaches for 2022, may grow in future years if more athletes meet eligibility requirements. Overseen by OA HPMG (OA Head coach and OA HP admin)

Support:

- Initial goal setting session with development squad coach +/- personal coach/mentor
- Access to NDS coach for follow up sessions on ad hoc basis as required
- Monthly webinar with all members of NDS and NDS coach (could be combined with HP Squad webinar)

- Invitation to at least one OA training camp annually specifically for OA HP squads (could have HP squad attending as well)
- Discounted Trimtex Australian orienteering gear at any time while in squad (aus team prices)

Athlete requirements

To remain a member of the NDS, athletes must:

- Have completed all Sport Integrity Australia relevant courses
- Engage with NDS coach in annual goal setting session
- Maintain dedicated training program (or rehabilitation program if injured)
- Maintain dedicated training log that can be monitored by NDS coach/s
- Attend monthly webinars with NDS (as available)
- Attend at least 50% of national level races each year (domestic athletes)

State Level Squads

State Associations will be supported to provide a squad/support structure for athletes who sit outside of these squads. OA will be providing an **open invite webinar series** across the year, allowing input to be provided to all in state based squads.

Many states have a state level squad structure in place currently. OA suggests the following squad structure to support and facilitate development of athletes not in OA squads.

1. Novice/beginner squad (F2 and F3 in OA PPF)
2. Junior talent squad (T1-T2)
3. Elite state squad (T1-T4 + performance for life)

A great example of this structure can be found in SA - <https://www.sa.orienteering.asn.au/coaching-training/our-teams-and-squads>

Novice/beginner squad/s:

Support new orienteers just starting orienteering. This squad or group should aim to cater for young children and their families AND older children/adolescents and adults who want are new to the sport and want to develop their skills to lead to greater enjoyment of orienteering.

Local clubs are pivotal to success at this level. They could have their own novice squads OR they could be coordinated by a state level squad coach, organising trainings for members of both their club and other clubs.

Junior Talent Squad

States should aim to identify talented juniors through state school championships, club and state level events and support these athletes to develop their skills.

Whilst the state schools' team would be selected from these athletes, squad activities should aim to be delivered across the whole year and athletes who miss out on the schools team should also be involved.

An overarching aim of this squad would be to facilitate transition of these juniors into the elite state squad. Once juniors leave secondary school they should be transitioned into this squad.

Elite State Squad (T1-T4 and performance for life)

The aim of this squad is to develop athletes towards the national squad level and retain athletes who may not have the intention/ability to perform at the international level.

This squad would include:

- Juniors working towards national representation
- Juniors and seniors aiming to perform at national level events
- Masters' athletes aiming to perform at a national or international level.

Working together will benefit both masters' athletes and younger athletes, allowing masters' athletes to share knowledge of technical performance with younger squad members and younger squad members to physically challenge masters' athletes. There should be a strong social component as well as opportunities for involvement in coaching, event organisation and club/state level management.

There does not need to be selection criteria, could be open invite. Could be mixture of face-to-face trainings, specific pre-race preparation webinars and both virtual and face-face social activities. Likely that members of OA squads would train with these squads on a local level and could be mentors/coaches.

Junior Talent Honour Team:

In 2022 OA will name a Junior Talent Honour Team after the Australian Championships in Tasmania. The purpose of this honour team is to recognise talented junior orienteers and facilitate development of these individuals towards JWOC 2022 and future selection in the OA squad structure.

Selection:

State coaching directors/schools team managers will be asked to nominate junior athletes 19 years of age or under who they feel are deserving of being named in the Junior Talent Honour Team. This, combined with results from the Australian Championships and Easter 3 days will be used to select an honour team of 10 male and 10 female athletes.

Honour Team Benefits:

The Honour team will aim to be announced at the final day of the Australian Championships and presented with a small piece of orienteering kit (i.e. sponsored headband)

Then prior to the commencement of JWOC 2022 selection trials, 3 webinars will be held with honour team members on various topics (JWOC 2022, training, featured elite performers, nutrition etc.) Coaches of honour team athletes will be encouraged to join these sessions.

Appendix 1: OA Participant Pathway Framework (Draft)

