



Orienteering Australia Squad Structure

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Summary

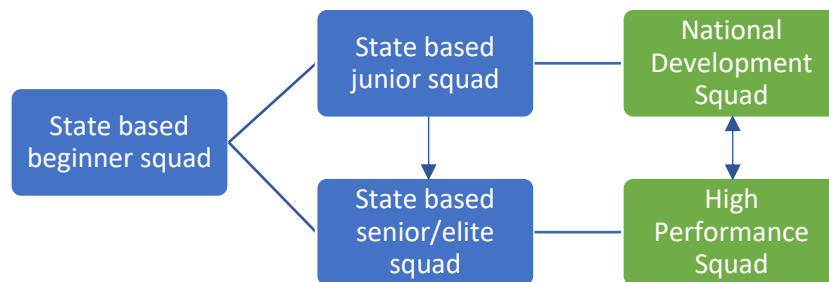
The OA High Performance Management Group (HPMG) has established a squad structure to be used in 2023 and future years, based off the trial run in 2022.

The number of OA squads will remain at 2, as it was in the 2022 trial. OA will continue to support states to provide a squad structure to athletes who are not in the OA squads (see Appendix 1). The two OA squads are:

- *High Performance Squad*: designed to meet the needs of athletes aiming to excel at the World Orienteering Championships.
- *National Development Squad*: designed to meet the needs of developing orienteers aiming for representation at Junior and University World 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:

Both OA squads 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.

Athletes must nominate to join a squad, to demonstrate their interest in and commitment to be involved with squad activities. For each squad, initial selection will be made by the squad coach/s, the OA Head Coach and the OA HP administrator.

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.

Orienteering Australia High Performance Squad:

Purpose:

To support athletes who striving for top 30 placing at world championships or top 40 placing in a world cup round in the following 3-5 years. Discipline specific groups within this squad will assist athletes to optimise their performance for their preferred event.

In OA PPF (draft) this squad will support athletes in E2 (senior international success) and M (sustained international success). See appendix 2.

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.

Subjective measures:

- Engagement with personal coach/mentor
- Dedicated training program towards goals within the next 3-5 years
- Dedicated training log
- History of positive engagement with OA HP staff
- Regular attendance at domestic events and training camps

Objective benchmarks:

- Previous top 30 WOC or top 40 world cup in the past 3 years
- Member of Australian team at WOC in the past 3 years
- Top 3 at Oceania championships in past 3 years
- Top 3 in national orienteering league or Australian Championship event/s (junior or senior)
- Working towards or achieving goal time relevant to specialty:

	Men	Women
3km (sprint)	9:05	10:40
5km (sprint, middle)	15:40	18:30
10km (middle, long)	33:20	39:00
Half Marathon (long)	73:20	87:30

Coaching Staff:

Managed by OA Head coach with involvement of specialist coaches to run the discipline/event specific groups within the squad.

Support:

- Initial goal setting session with HP squad coach +/- personal coach/mentor and then yearly review
- 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 Trintex 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 could 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 striving to represent Australia at a Junior or University World Championships in the following 3 years. Where appropriate, athletes may be invited to join activities with discipline specific groups run within the HPS.

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 (under 23) developing to perform at senior level

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.

Subjective measures:

- Engagement with personal coach/mentor
- Dedicated training program towards goals in the next 3 years
- Evidence of working on physical capacity with non-orienteeing competition.
- Dedicated training log
- Engagement with OA HP staff
- Attendance at domestic events and training camps

Objective benchmarks:

- Previous representation at WOC, JWOC or World Cup
- Top 5 in junior Oceania Championship events
- Top 10 in senior Oceania Championship events
- Top 5 in junior national orienteeing league or Australian Championship events
- Top 10 in senior national orienteeing league or Australian Championship events

Physical benchmarks not included in squad eligibility, but athletes should be working towards or achieving goal times:

	Men	Women
3km	9:05-10:00	10:40-12:00
5km	15:40-17:15	18:30-21:00
10km	33:00-36:45	39:00-44:30
Half Marathon	73:20-81:00	87:30-97:30

Coaching Staff:

One coach to 10 athletes. Expect two coaches for 2023. Overseen by OA Head Coach.

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 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 could 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)

Appendix 1: State Level Squads

State Associations are 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.

Appendix 2: OA Participant Pathway Framework (Draft)

