



This document provides an overview of the existing programmes used by SNB to support development and performance swimmers.

This document has two goals:

- 1) provide a common framework for clubs and coaches across the province to help identify, develop and support swimmers with the potential to become performance athletes.**
- 2) help parents of swimmers and club Boards understand the various steps in developing performance swimmers, and to ensure that all swimmers in all clubs have equal access to activities and support.**

TABLE OF CONTENTS

SNB Mission and Development and Performance Program Goals	2
Development and Performance programs at a glance	4
Regional Development Camps.....	5
Open Water Camp.....	7
Para Development Camps.....	8
NexGen & Canada Games Hopefuls	9
Performance Training.....	10
Performance Travel Funding.....	11
Performance Incentive Funding.....	12
Performance Programme – Provincial carding.....	13
Performance Programme – National carding.....	14
Funding and Budget for 2021-2022.....	15
Funding for our Development and Performance Programmes.....	16
Managing our Development and Performance activities	17

SNB Mission and Development and Performance Program Goals

The mission of Swim NB is to be the governing body of swimming, where we create, promote, and facilitate positive sporting experiences in an inclusive environment that provides every swimmer at all age levels the opportunity to achieve their potential and compete at the highest level possible in the province of New Brunswick.

In keeping with this Mission, the Development and Performance Programme provides targeted training and support for swimmers who have demonstrated their potential, consistent with their age group, to compete at the highest level in New Brunswick and to represent the province nationally and internationally.

The Development and Performance Programme draws upon a range of activities in clubs across the province that provide fundamental training and that seek to identify and develop the potential of swimmers to excel in competitions.

Entry into the Programme typically begins at the Development level. Younger athletes may be invited to attend one of several Development Camps, organised around the Province each year. Selection is based on performance at meets, taking account of the age of the swimmer.

SNB aims to provide equivalent support to para athletes. A para development is held each year and other Development activities will usually provide opportunities for para athletes. The Performance Programme is also open to para athletes who meet para standards that are equivalent to those required of non-para athletes.

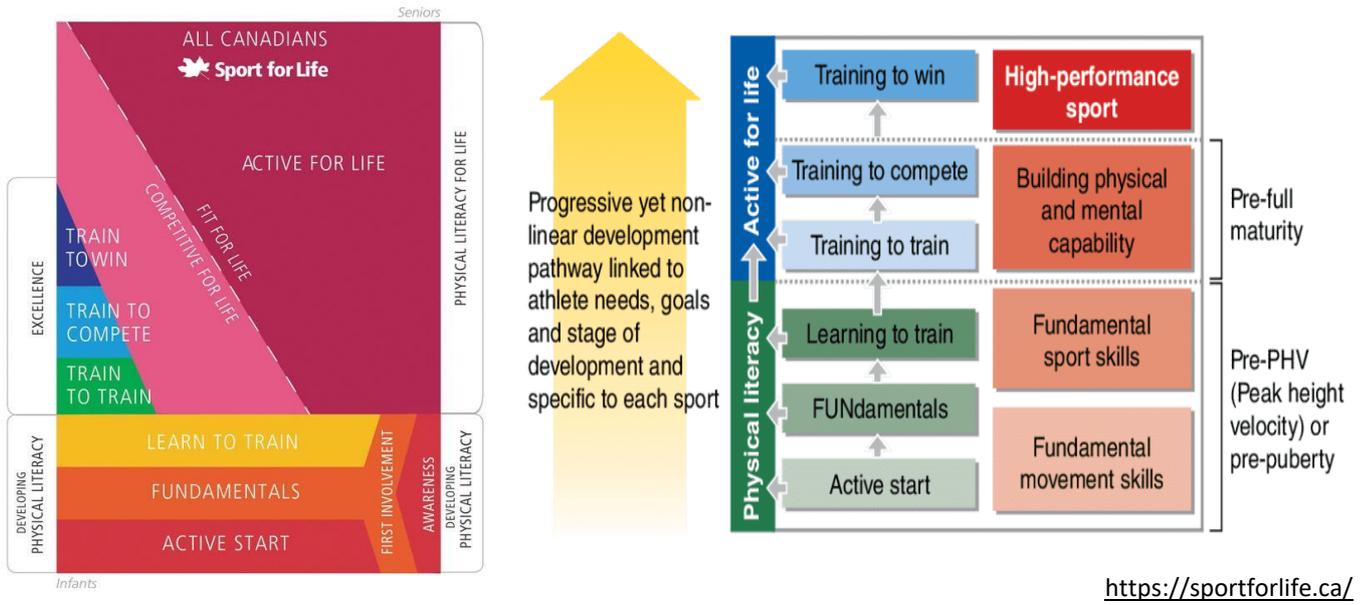
All swimmers must continue to meet eligibility criteria to participate in Development activities or to remain in the Performance Programme.

The Development, Next Gen and Performance Programme is not compulsory, and clubs, coaches and swimmers are free to decide if they wish to participate in this programme. Athletes from non-participating clubs will usually be ineligible for support provided by SNB under this programme.

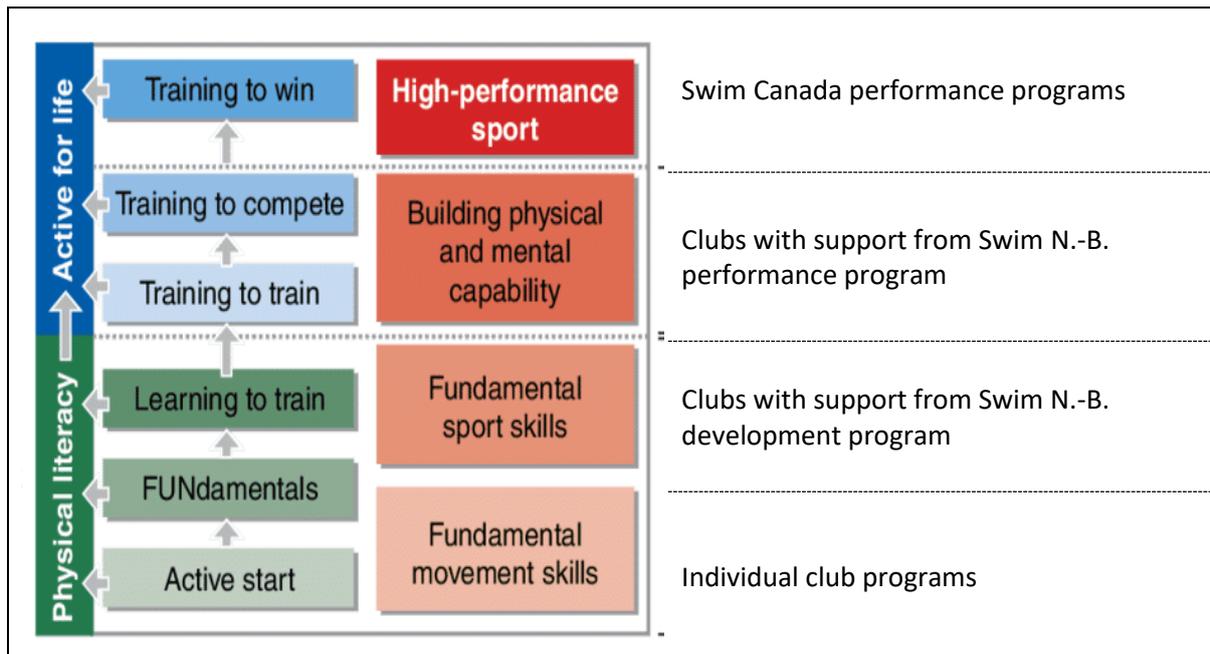
Performance Programme Objectives for 2021 – 2024

- Provide a structured delivery system that coincides and supplements the SNB competition calendar as to deliver a program that aids in athlete participation and minimizes cost to athletes and families
- Provide specific guidelines for development camps and idea outlines for Next Gen and Performance camps. These guidelines will allow clubs to provide a common framework for delivery across the province and help to maintain a structure for camps from year to year.
- Establish clear criteria for selection and eligibility for all levels of the program. This will allow athletes to have a standard based goal for qualification and improvement through the program. This will be much like progression through the levels of competition.
- Develop a set budget for each level of the program to give a transparent view of where dollars are being spent by SNB to support these programs and to allow clubs to decide if these are events they are able to host.

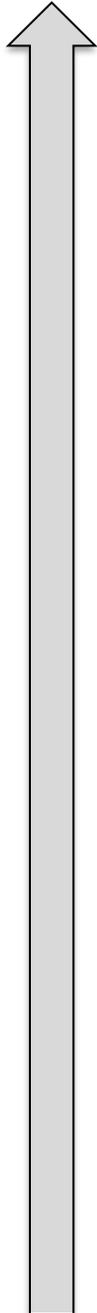
The Long-Term Athlete Development (LTAD) framework



Club, provincial and national roles in the LTAD



Development and Performance programs at a glance



National carding	These swimmers meet standards fixed by Swimming Canada and receive national funding and benefit from extra coaching organised by Swim Canada. Sports NB may also provide extra funding to Nationally carded athletes.
Provincial carding	These swimmers meet Canada Trial standards and are just below the qualifications for funding from Swimming Canada. SNB provides extra support to help them qualify for national funding.
Performance	These swimmers meet a criteria of 5% on SNC on track, 3 times SC and/or 10% SNC on track, 3 times LC. They will benefit from a coordinated training program, training camps and financial assistance to support them in representing New Brunswick in meets outside the province. Swimmers must attain and maintain standards to stay in the group, and other qualifying swimmers may join after the initial selection.
NexGen and Canada Games Hopefuls	These swimmers meet a criteria of 3% of Eastern Championship standard LC or Eastern Standard SC. They will benefit from a coordinated training program , training camps and travel opportunities to “push” them up to national level competitions including the Eastern Canadian Championships and the Canada Games.
Para	Para swimmers have grade certification opportunities annually (or more frequently) and will benefit from skill development camps. Para swimmers are also eligible for NexGen, Performance and other support if they meet relevant criteria. Coaches seeking training and certification to offer Para programs are also supported.
Open Water	Promote the expansion of Open Water swimming in New Brunswick.
Development	Development swimmers (boys 10-12 and girls 9-11) meet a criteria of Top 3 in 100IM or 200 IM or 200 Free. Regional development camps provide opportunities to improve skills and identify future NexGen swimmers, while also developing friendships with swimmers from other clubs.

The Performance Programme provides training opportunities to build technical skills along with the mental and physical capacity to compete outside our province, while also providing financial support for travel to these competitions. This enables them to test themselves against other performance swimmers and improve their qualifying times for further improvement. This corresponds to the Train to Compete level of the LTAD framework.

The Development Programme provides a graduated series of training activities to help young swimmers with demonstrated potential to gain the necessary skills and develop training habits that will enable them to progress to our Performance Programme. This corresponds to the Learn to Train and Train to Train levels of the LTAD framework. These activities also develop peer relationships and team spirit among those who will represent New Brunswick in the future.

Regional Development Camps

This is the entry level for the Development and Performance Programme, to help young swimmers with demonstrated potential to improve skills and develop friendships with swimmers from other clubs

Two Development camps are organised annually in each of three regions, organised in conjunction with Development meets. Development camps are organised and hosted by clubs according to guidelines from the Technical Committee and with financial support from SNB. These camps will be part of the bidding process determined by the event hosting policy and the calendar.

Objectives

- To improve basic competition skills of young swimmers.
- To develop friendships between swimmers from different clubs.
- To develop coach skills through sharing of skills and peer-based learning.

Activities

Camp 1	Camp 2
All four Strokes Elements of swimming 1 Classroom session for Coaches 1 Classroom/gym session for swimmers	Starts and Turns 1 classroom session for coaches 1 classroom/gym session for swimmers
At least one coach from each club with swimmer representation must attend.	

Qualification criteria

- 1) Must be an active registered athlete with Swim New Brunswick and Swim Canada.
- 2) The Development Squad is limited to Girls aged 12 years old and under and Boys aged 13 years old and under.
- 3) The squads are selected based on the Top 3 performances in each birth year in the following two (2) individual events:
 - a. 200 Free
 - b. 100 IM
- 4) Swimmers who have been selected are listed here: a.
<https://www.swimnb.ca/swimmers/#development>

Open Water Camp

Explanation to be prepared.

Objectives

- To be prepared

Activities

<p>Open Water Camp</p> <ul style="list-style-type: none">• To be prepared
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Qualification criteria and entry points

- To be prepared

Para Development Camps

At the beginning of each season, a national Para coach comes to New Brunswick to hold an evaluation session and a skills development camp. This is organised in conjunction with Prince Edward Island and Nova Scotia and provides an opportunity for NB para swimmers to meet with para swimmers from these provinces. It also provides an opportunity for coaches to gain extra training in how to train para athletes.

A second skills development camp for Para athletes will be held each year with a provincial Para coach to provide further training for athletes and their club coaches.

Objectives

- To evaluate para classifications.
- To provide skills training for para athletes.
- To provide training for coaches who train (or wish to be able to train) para athletes.

Activities

Evaluation Camp	Training Camp
With PEI and NS under direction of a national Para coach. <ul style="list-style-type: none">• One day camp• 2 pool sessions• 1 classroom session• 1 dryland session	For NB athletes and coaches <ul style="list-style-type: none">• One day camp• 2 pool sessions• 1 classroom session• 1 dryland session
At least one coach from each club with swimmer representation must attend.	

SNB will also coordinate with clubs and Para swimmers to organise activities to promote Para swimming.

Qualification Criteria and Entry point

- Any athlete who is likely to qualify for Para status may attend the Evaluation camp.
- All athletes holding a Para swimming classification may attend the Training Camp.

NexGen & Canada Games Hopefuls

The NexGen programme works with swimmers who are on track to qualify for Eastern Championships, providing skills, opportunities and a “push” to step up to national level competition. Canada Games Hopefuls are a distinct group within the NexGen programme who meet the age requirements to compete in the Canada Games every 4 years and will benefit from extra training in the year leading up to the Team selection. The Team will be selected shortly before the games based solely on performance - being part of the Hopefuls groups is not a precondition for selection. NexGen and Hopefuls must attain and maintain standards to stay in the group, and other qualifying swimmers may join after the initial selection.

Objectives

- To develop advanced skills necessary to qualify at the Eastern standard and to reach finals in the Canada Games.

Activities

<p>Camp 1</p> <p>A one-day camp, early in the season to assess swimmers and develop training programs.</p> <p>Camp 2</p> <p>One day camp</p>	<p>Training Plan</p> <p>NexGen coaches and the swimmer’s own coach will coordinate for an individual training program for each swimmer.</p>
<p>NexGen & Hopefuls Team Travel</p> <p>Team travel to an out-of-province competition. Specific qualifying criteria may be set for travel, depending upon the number of places available.</p>	<p>Long Course training opportunities</p> <p>Several half-day sessions will be reserved for the CGAC pool to provide Long Course training opportunities for NexGen and performance swimmers. While open to all qualifying swimmers, clubs who do not normally have access to CGAC have priority at these sessions.</p>
<p>At least one coach from each club with swimmer representation must attend.</p>	

Qualification criteria and Entry points

(including Para swimmers)

<p>NextGen</p> <ul style="list-style-type: none"> • 3% off Eastern Championship standards LC • Equal to Eastern Championship standards SC • Age group: Girls 13-18, Boys 12-18 	<p>Canada Games Hopefuls</p> <ul style="list-style-type: none"> • Meet age criteria for the Canada Games • 400 Fina Points for 1st camp
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Performance Training

The Performance program works with swimmers who qualify for Eastern Championships and are on track or have already qualified for National level competition. This program aims to provide skills, opportunities and a “push” to step up to national level and perform at a national level of competition. Performance level athletes must attain and maintain standards to stay in the group, and other qualifying swimmers may join after the initial selection.

Objectives

- To develop advanced skills necessary to qualify for National level competitions and medal at the National Level

At least one coach from each club with swimmer representation must attend.

Activities

Training Plan	Performance coaches and the swimmer’s own coach will coordinate for an individual training program for each swimmer.
Performance Training Camp	Camp to enable performance swimmers to benefit from other coaches, to build team spirit, and to improve preparations for SNC competitions. To be coordinated with SNB and SNC competition.
Long Course training opportunities	Several half-day sessions will be reserved for the CGAC pool to provide Long Course training opportunities for NexGen and performance swimmers. While open to all qualifying swimmers, clubs who do not normally have access to CGAC have priority at these sessions.
At least one coach from each club with swimmer representation must attend.	

Qualification criteria and Entry points (including Para swimmers)

- 5% off SNC On track Times SC
- 10% off SNC On track Times LC
- Include 18 plus swimmers in our HP lists as long as they are still swimming in NB or registered with a NB team

Performance Travel Funding

Performance swimmers in NB need to be able to compete against equal and stronger swimmers from other provinces to be able to develop their own skills and experience. Travel Funding helps these swimmers to travel to these competitions and to gain experience. In odd-numbered years, a Team Trip is organised to provide this experience while also building team spirit among our swimmers. In even-numbered years, equivalent funding is provided to an equivalent number of swimmers to enable individuals to choose the competitions that are most appropriate to their development needs. Qualifying swimmers who choose not to participate in Team Travel are not able to replace this with individual travel funding unless this was due to medical reasons. Annual funding is aimed at supporting 15 swimmers with 500 \$ each.

Objectives

- To assist NB Performance swimmers to attend National competitions to develop race preparation skills and to pace themselves against performance swimmers from across the country.

Activities

Odd-numbered years	Even-numbered years
Team Trip	Individual travel
Formation of a Team NB to travel to a selected national competition.	Qualifying swimmers will receive funding to travel to a national competition.

Qualification criteria

- Swimmers, including Para swimmers, must meet the qualifying standard for the selected competition.
- Swimmers who do not meet the qualifying standard for a single event, but are competing in a relay, are not eligible for travel funding.
- The competition for Team Travel or a list of appropriate competitions for individual travel will be determined by the Performance sub-committee at the beginning of the season.
- Qualification criteria are not affected by Provincial or National carding.

Performance Incentive Funding

Performance swimmers in NB need to be able to compete against equal and stronger swimmers from other provinces to be able to develop their own skills and experience. Incentive Funding provides a bonus above Travel Funding to recognise and reward results in the pool at these competitions while also supporting travel costs of swimmers.

Objectives

- To encourage swimmers to compete and win medals in designated national competitions through a financial incentive.
- To support the travel costs of qualifying swimmers who participate in designated national competitions.

Activities

- Funding is available for: Easterns, Canadian Trials, Junior Nationals and Senior Nationals.
- Swimmers winning a medal or participating in an A or B Final receive an incentive payment, as indicated in the table.
- All participating swimmers will receive an equal payment, calculated as the amount remaining after allocations for medals and finals, divided by the number of participants, up to a maximum of \$ 500 per swimmer for each competition.
- At the end of each season, unused funds may be reallocated to events where allocated funds were insufficient, with additional payments being made to swimmers.
- Swimmers may receive both Incentive and Travel Funding for the same competition if they meet qualification criteria.

Competition	Budget allocation	Gold medal	Silver medal	Bronze medal	A final	B final
Easterns	\$4 000	\$ 100	\$ 75	\$ 50	\$ 50	\$ 25
Junior Nationals	\$3 000	\$ 100	\$ 75	\$ 50	\$ 50	n/a
Senior Nationals	\$3 000	\$ 200	\$ 150	\$ 100	\$ 75	\$ 50
Canadian Trials	\$2 000	\$ 200	\$ 150	\$ 100	\$ 75	\$ 50

Qualification criteria

- Swimmers, including Para swimmers, must meet the qualifying standard for the competition.
- Swimmers who do not meet the qualifying standard for a single event, but are competing in a relay, are not eligible for incentive funding.
- Qualification criteria are not affected by Provincial or National carding.

Performance Programme – Provincial carding

SNB Carded Athletes are not only the top swimmers in New Brunswick; they are expected to represent NB at the National level. This includes leading performance goals at National Championships. Provincial Carding provides assistance with ongoing expenses and costs associated with high performance training and competing. Funding is intended to enable swimmers to benefit from additional training and competition opportunities.

Objectives

- Obtain podium results in national championships
- Assist athletes to attain National carding.

Activities

- Payment of monthly allowance every three months.
- Swimmers must maintain a training log and level of training appropriate for a high-performance swimmer (to be evaluated by the Performance sub-committee).
- Swimmers must compete at both Swim NB sanctioned Long Course Championship meets, or complete at another high-level meet (Easterns or higher) during the same dates.
- Provincially carded swimmers are eligible to receive Performance and Travel funding if they meet the appropriate qualification criteria.
- Provincially carded swimmers are encouraged to apply for Performance athlete funding from the Government of New Brunswick.

Qualification criteria and Entry points

- Able-body swimmers must have achieved at least one (1) SNC “Trials” Standard.
- Para swimmers must have:
 - a Level 3 or International Paralympic Committee (IPC) Classified status.
 - achieved at least two (2) SNC Para-Swimming National Meet Qualifying Standards.
 - achieved Top 3 in a Para-swimming eligible event at Eastern Canadian Championships as ranked using IPC points.
- Carding will commence in the month that a swimmer achieves the Qualification Criteria (no prorating the date is required).
- Carding will continue as long as the swimmer maintains Qualification Criteria in the SNC Peak Performance Windows - March-April and July-August.
- Nationally carded athletes are not eligible for Provincial carding payments from SNB.

Performance Programme – National carding

National carding refers to the Swimming Canada / Sport Canada Athlete Assistance Program (AAP). This program provides financial assistance to Canadian high-performance swimmers to assist them in seeking enhanced training opportunities intended to progress their performances. The AAP supports training and competition needs of swimmers with the potential to swim at the Olympic/Paralympic Games and World Championship.

Further information is available on the Swimming Canada website.

<https://www.swimming.ca/en/resources/teams-selection-policies/athlete-assistance-program-criteria-2/>

Objectives

- Achieve top 8 results at Olympic/Paralympic Games and World Championships.

Activities

- Nationally carded athletes receive funding support from Swimming Canada.
- Nationally carded swimmers are eligible to receive SNB Performance and Travel funding if they meet the appropriate qualification criteria but are not eligible for Provincial carding.
- Nationally carded swimmers are encouraged to apply for Performance athlete funding from the Government of New Brunswick.

Qualification criteria and Entry points

- As determined by Swimming Canada.

Funding and Budget for 2021-2022

This Schedule should be reviewed and updated annually by the SNB Board after the annual budget has been adopted. If the Schedule is not revised by the Board, then the most recent previous Schedule will continue to apply.

<p>Development Camps</p> <ul style="list-style-type: none"> · Development Camps (6 x 1 day camps) · Team clothing etc. 	<p>\$ 6 000</p> <p>\$ 5 000</p> <p>\$ 1 000</p>
<p>Open water swimming</p>	<p>\$ 1 000</p>
<p>Para Training and Development</p> <ul style="list-style-type: none"> · Evaluation camp, Training camp - 2 x \$1 500 	<p>\$ 3 000</p> <p>\$ 3 000</p>
<p>NexGen and Canada Games Hopefuls</p> <ul style="list-style-type: none"> · Boot Camp, Training camp 2 x \$ 1 000 · Team Travel · Team clothing etc. · Travel subsidy for distant clubs 	<p>\$ 7 000</p> <p>\$ 2 000</p> <p>\$ 2 500</p> <p>\$ 2 000</p> <p>\$ 500</p>
<p>Performance training & camps</p> <ul style="list-style-type: none"> · Performance training camps · Travel subsidy to distant clubs · Team clothing etc. (15 x \$ 100) 	<p>\$ 7 500</p> <p>\$ 5 000</p> <p>\$ 1 000</p> <p>\$ 1 500</p>
<p>Performance travel and incentive funding</p> <ul style="list-style-type: none"> · Swimmer incentive funding · Travel funding (15 x \$ 500) · Provincial carding (3-4 swimmers x \$100/mth) 	<p>\$ 23 500</p> <p>\$ 12 000</p> <p>\$ 7 500</p> <p>\$ 4 000</p>
<p>Long Course Days</p> <p>Monthly training days at CGAC St-John to provide LC training opportunities for clubs that do not have regular access to this facility. May be organised in conjunction with other training camps.</p>	<p>\$ 8 500</p>

Funding for our Development and Performance Programmes

Our Development and Performance Programmes are financed from three main sources: the government, the SNB budget, and swimmers and their parents.

The Government of N.B. provides some financial support dedicated to helping our performance swimmers – either as directed funding for high performance athletes or as support for specific events or programmes such as the Canada games. SNB policy is that funds for specific athletes are paid directly to those athletes, rather than being kept by SNB for the Performance Programme. This can mean that athletes in one or other of the performance groups receive more funding than others, as we respect the conditions set by the Government. The amount of Government funding changes from year to year, depending upon their priorities.

Swimming New Brunswick funds most costs of the Development and Performance Programmes within our annual budget – most of which comes from registration and meet fees that are paid by all swimmers in the province. SNB is committed to providing training and support for our Development and Performance athletes, but this also needs to be balanced with programmes and activities for other swimmers, for coaches and for clubs. Unfortunately, the money that we can commit to the Development and Performance Programmes is never as much as we would like to provide. The budget for these activities and athlete funding is part of the SNB annual budget.

Swimmers and their parents inevitably pay a part of their training and support costs. Training camps and trips to competitions elsewhere will usually be organised on a cost-sharing basis. SNB pays a proportion of the total estimated cost, as set by the SNB Board as part of the annual budget. Athletes pay a participation fee that reflects the remaining cost and the number of athletes participating. In addition to this, parents will usually have to cover a variety of other costs such as equipment, travel, and accommodation. **Some clubs** have their own programmes to support their Performance athletes, with their own qualifications and rules.

Managing our Development and Performance activities

Although people occupying the roles identified here will usually be from individual clubs, in undertaking these roles they are expected to act for the benefit of all NB swimmers. Favouritism towards swimmers from a specific club will be considered as unethical conduct.

Coordinating Coach - Performance

The Provincial Performance Coach will ensure oversight of training and competitions for all Performance and Provincially carded swimmers, exercising this role in cooperation with each swimmers' own club coach. S/he will usually be a member of the Technical Committee and responsible for the Performance sub-committee. The Provincial Performance Coach will seek to coordinate training activities, to facilitate access to other coaches, and to identify competition opportunities for all Performance and Carded swimmers. Nevertheless, training and competition choices for each swimmer are the responsibility of the coach at each swimmer's club.

Coordinating Coach - Para

The Provincial Para Coach will provide general advice and coordination of Para activities around the province, including organising training for coaches and Para swimmers, assisting Para swimmers to find qualified coaches, and identifying competition opportunities. S/he will usually be a coach with experience in training Para swimmers and will advise the Technical Committee and the SNB Board on promoting Para swimming in NB. Nevertheless, training and competition choices for each swimmer are the responsibility of the coach at each swimmer's club.

Canada Games Head Coach

The Canada Game Head Coach will be selected by the SNB Board in September prior to the Canada Games and becomes responsible for the SNB Canada games Plan. The Head Coach will work with other coaches to coordinate training and preparation for all Canada Games Hopefuls, up until the Trials. Nevertheless, training and competition choices for each swimmer are the responsibility of the coach at each swimmer's club. Once the Team is selected, then the Head Coach is responsible for training and preparations for Team members.

Coordinating Coach - NexGen

The NexGen Coordinator will provide overall coordination of training activities for NexGen swimmers. This includes identifying swimmers who meet NexGen selection criteria, organising training activities and camps, and monitoring progress of participating swimmers. The NexGen Coordinator will collaborate with coaches from each swimmers club, but training and competition choices for each NexGen swimmer are the responsibility of the club coach.

Coordinating Coach - Development

The Provincial Development Coordinator will provide general advice and coordination of regional development camps and support club coaches as needed in planning development activities for their swimmers. S/he will usually be a member of the Technical Committee and responsible for the Swimmer Development sub-committee. Nevertheless, training and competition choices for each swimmer are the responsibility of the coach at each swimmer's club.

Team Manager for Travel

A Team Manager, such as a parent, may be identified to coordinate registration, travel and accommodation matters when Canada Games, NexGen or Performance swimmers travel as a team to an out-of-province competition. This allows coaches to focus on swimmer performance instead of organisational matters. The SNB Executive Director can provide organisational support for team travel but will not usually travel with the Team.