

SOUTH AFRICAN ORIENTEERING FEDERATION
HIGH PERFORMANCE STRATEGIC PLAN



DEVELOPMENT - GROWTH - EXCELLENCE

1 INTRODUCTION

The first High Performance strategic plan was issued in December 2010 (the 2010 Plan). Five years after its issue it is important to reassess the plan, make amendments for learning's along the way and ensure the correct trajectory for High Performance (HP) for Orienteering. A similar exercise will need to be undertaken in 5 years time.

2 OBJECTIVES OF PLAN

The objective of the plan is to improve levels of high performance at international level. The SAOF's aspirations in this regard remain moderated by the fact that we have a small competitor base, we have limited resources and we are far removed from Europe where most international events are held.

Through the SAOF's commitment to a growth and development strategy we hope to both increase the size of our competitor base and secure consistent levels of increased funding.

An auxiliary objective of the plan is to improve the level of performance at South African competitions. Experience has shown that role models within the community inspire athletes to new levels of excellence. Furthermore, whilst international competition may be unaffordable for certain individuals, the broader South African high performance pool can still benefit from the growth and development of athletes with high performance potential. This is particularly relevant in the context of the historical imbalances of the past and the need to extend additional effort to previously disadvantaged communities.

Given the context of orienteering in South Africa, our plan is realistic. We cannot hope for the foreseeable future to develop a world champion. However, we are looking to improve substantially compared to our historic levels.

3 A REVIEW OF THE 2010 PLAN OBJECTIVES

The 2010 Plan dealt with ten areas: Funding; Talent identification; National Squads; Selection Policy; National Ranking Scheme; Coaching; Appointment of National Coaches and managers; Overseas Competition Strategy; Orienteering Infrastructure; and Communication of Results.

It dealt with these key issues as setting up the correct structures is critical to facilitate high performance. The majority of these systems are now in place, or have been tested over the last five years. A review of historical performance post the implementation of these systems is useful in an attempt to assess the potential impact thereof. But such assessment and impact will be tempered and distorted for so long as our pool of athletes remains small. Furthermore, the introduction of the current squad system, focus on youth development and national training camps was groundbreaking in 2011. It takes time to develop athletes, and therefore it is not surprising that the benefits of the plan whilst evident at a junior level are not as evident at a senior level.

4 HISTORICAL ANALYSIS AND FUTURE TARGETS

The small size of orienteering in South Africa means that we are unlikely to be able to chart a steady improvement from our current performance levels to targeted higher levels. We are likely to see irregular, “spiky” results as outstanding performers develop and retire. This pattern is not unique to South Africa and is common across our fellow non European and developing European orienteering federations.

Any analysis is also somewhat simplified as it does not take account of changes in competition format, and technical difficulty of the terrain at the different WOC events. It is also important that analysis of males and females be compared separately

The purpose of the analysis within this report is to try and identify the impact of any interventions implemented as a result of the 2010 Plan, with the aim of ensuring the correct planning for the future. In order to obtain a full understanding of the historical context it would therefore be useful to read the 2010 Plan and the various HP reports issued since that time, including the separate detailed document issued in 2015 on JWOC.

The analysis is set out in appendix 1 and covers the following competitions: Worlds Games; WOC and JWOC. Whilst each of these competitions have their own unique characteristic the driving force behind good/ bad performance should remain the same.

Based on the historical trend analysis Appendix 2 considers some realistic performance targets for athletes

5 THE PLAN

The ten pillars envisaged in the 2010 Plan have been considered. These pillars were still considered appropriate in one form or another and revised discussion of the plan is detailed below. An additional pillar of “developing the whole athlete and in terms of LTPD” has also been inserted.

Whatever plans we envisage, they do however have to fit within our budgetary constraints. But much of what we aim to do is to put in place necessary systems and policies, which does not require large sums of money. This will create a much more professional environment that is required to drive high performance.

Part 1 –The right candidates



5.1 National squads

The national squad system was introduced in 2011. There are strong precedents in other orienteering federations for having a national squad system.

This pool of Orienteers contains the athletes who have been identified as being potential national team members either current or future (2-3 years for Seniors and 3-5 years for Juniors), who can help the SAOF meet its high performance targets. The members of the Senior and Junior squad will have access to elite-level coaching, training and competition opportunities. Inclusion in a squad can therefore help develop athletes, without the promise of immediate selection to a specific team

The need was identified to create an introductory Youth squad to help grow younger and/or inexperienced athletes to a level whereby they can join the Junior squad.

In the South Africa context, there is the additional imperative to bring PDIs (previously disadvantaged individuals) into the sport and put extra effort into bridging the performance gap. This led to the establishment of a development squad.

5.2 Selection policy

In 2011 the SAOF published an official selection policy. Such a policy had not been in existence before then. This aims to provide a fair and transparent process for selection of National Squads and teams to represent South Africa internationally.

The criteria for selection into one of the four squads are documented in the “National Squads Definitions” document, which forms part of the Selection Policy. As well as the selection criteria, this document details the benefits the athletes can expect once part of the squad, and also the conditions that they will have to fulfil to remain in the squad. There is increasing emphasis in ensuring that squad members demonstrate commitment to the sport.

Squad composition is reviewed regularly and people added or removed at the discretion of the SAOF Selection Committee. Member clubs are encouraged to nominate people for inclusion in the Squads, mindful of the timing deadlines set out in those selection documents.

5.3 Talent identification

The entry point for new participants into orienteering is through the club system or the Gauteng schools league.

The SAOF’s Development plan needs to continue to explore ways to expand this league, establish similar leagues in other provinces and explore new avenues of growing the pool of athletes. Through these leagues, talented athletes are encouraged to join established clubs and to participate in the regional leagues. Whilst the club system does not reflect a large number of athletes, it is evident that athletes do come through from the hundred of participants of the schools league. The flow through can however be somewhat slow and the SAOF’s Development plan needs to continue to improve in this regard.

The clubs are encouraged to provide athletes with the coaching required to see them perform well at local events and regional championships. At this point talented individuals will be selected for one of SAOF’s National Squads, where they will gain access to greater levels of support and access to improved coaching.

5.4 National ranking systems

The 2010 Plan discussed the fact that South Africa did not have a national ranking scheme. This can make selection for national teams difficult. Because the two major orienteering centres in South Africa are in the Cape Town and Johannesburg regions, the best orienteers from both regions do not regularly compete against one another. A further advantage of having a national ranking scheme is that it can be used to set objective targets for squad and team selections.

Initiatives to set up a national ranking system have to date been unsuccessful. The ranking scheme on the attackpoint.org website is partially operational. To be fully successful all athletes need to be encouraged to register on the website and all organising clubs upload results onto the website.

A full description of the ranking scheme can be found at the following link: <http://www.geocities.com/nikdangerdvm/03methods.html>.

Some ranking does now occur through locally held World Ranking Events.

Participation in one the regional and national championships is a key factor for selection purposes. Thankfully therefore the top orienteers from all regions do currently compete against each other in one of the local championships.

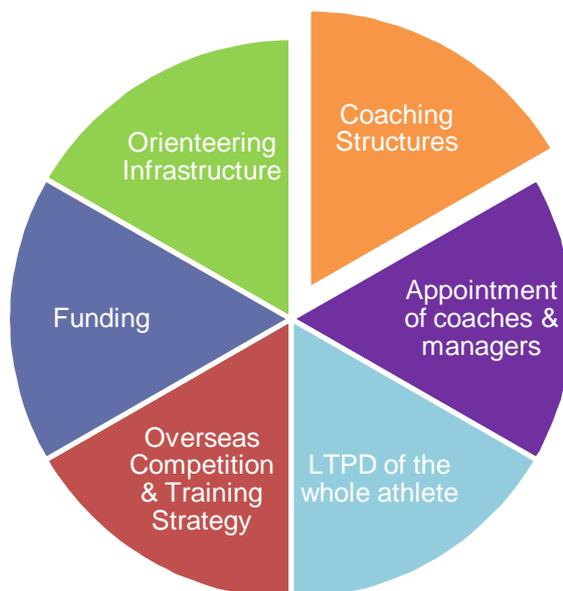
Furthermore, in 2015 a selection race was used to enable the selection committee to make a difficult decision. Whilst it does delay the announcement of teams (which was negative implications for the athletes travel costs) selection races are a sound concept, used by most international orienteering countries. It brings several benefits to both the selectors and the athletes.

5.5 Communicating HP activities

In the 2010 plan an area the communication of high performance results was identified as an area in need of improvement to increase interest and appreciation. This will help attract new athletes with high performance aspirations

The revamped SAOF website now has a specific section for high performance. Communication can now be made wider and not just through clubs with active websites.

Part 2 –The system around the candidates



5.6 Coaching structures

The 2010 Plan identified the need for a strong coaching system. Regular, high-quality coaching is the cornerstone for improving elite performance. It highlighted the fact that historically we had relied on irregular and infrequent training sessions with international coaches. This reliance on overseas coaches is not desirable for the growth of the orienteering in South Africa. Far more coaching is required at all levels if we are going to see improved high performance at international events. Opportunities to engage with and learn from international coaches would however be embraced.

It was for this reason that the SAOF committed to participate in the SASCOC long term athlete development (LTAD) initiative. That initiative gave birth to the Long Term Coach Development (LTCD) Framework. The SAOF, through the coaching commission has been extremely active in embracing LTCD. The first step was to provide local coaches with training and qualifications through the British system. Thereafter South African material has been created to facilitate the training of coaches local. The lead time to see the fruits of this project were pleasingly quick, and by 2013 a pool of trained coaches were delivering national training camps to the squads.

The ongoing implementation of a coaching system is critical to both the development of orienteering and the achievement of our high performance objectives. There is the longer term objective for coaches at an elite level to have knowledge of sport science in addition to high-level orienteering skills.

5.7 Appointment of national coaches and managers

Improvement in high performance of levels internationally requires a more professional approach from the athletes, but also from the SAOF.

Our experience before 2010 showed that the better performances at JWOC correlated well with an intensive coaching build-up. The national squad system and access to annual national training camps (at a minimum) seeks to lay the necessary groundwork. Furthermore, prior to 2010, if a coach was appointed, this was on a partially self-funded basis.

Prior to 2010 the SAOF relied entirely on volunteers to fill the position of team manager. In the case of JWOC, this invariably meant that one of the parents took on this role in a partially self-funded capacity. This limits this role to those that have the means (time and money), which excludes potential candidates and limits the international experience base.

The SAOF aimed to set job descriptions and invite applications for these positions. The aim is to remunerate the parties filling these positions so that the successful candidate is able to fund a trip with the international team. Initially the focus was on the junior team, however, ideally in the future should be extended to the senior team.

This initiative was successfully implemented for a few of years after the introduction of the 2010 Plan. In more recent years funding constraints have dampened plans as it relates to having coaches and managers available to travel with teams

Nevertheless, the appointment of coaching staff remains an imperative, to ensure the delivery of national annual training camps at a minimum. Any high performance monies need to be earmarked for qualified coaching staff to deliver training opportunities. Appointment of coaches should also be made as early as possible to ensure sufficient time to plan.

5.8 LTPD of the whole athlete

High performance is only possible when all the aspects of the athlete's development are taken into consideration.

A large part of our focus must be on developing the necessary orienteering techniques. Given the limited number of opportunities for training and competition compared to our European counterparts, it is expected that athletes use as many opportunities as possible to improve their orienteering skills. This is both in the context of participating in events and club training. The provision of at least one annual national squad training event is a key feature in our high performance strategy

The development across other areas is equally important. From 2011 a team 3000 time trial (TT) was introduced, to ensure a focus on fitness. These TT are also important for benchmarking purposes. Linked to the TT should be a focus on athletic training programs. Mental strength, to deal with the challenges of a completion, as well as correct nutrition are the final two important pieces.

Within all of these areas of development the principles of LTPD must not be overlooked. The same standards can not apply to members across the various squads or even within a squad. History has shown us that some of our slowest runners have, over time, been able to deliver results that are superior to their peers. Similarly, our fast athletes, although initially lacking in orienteering techniques, given the opportunities, are able to develop into elite orienteering.

These aspects must be given the necessary and careful consideration both when selecting members to squads/ teams and by the coaching staff who are there to support their development.

5.9 Overseas competition and training strategy

The SAOF is committed to improving our performance at the elite level. It is recognised that in order to improve individual orienteering skills and to improve the standard of orienteering competition in South Africa, orienteers need to train and compete in overseas competitions. Orienteers, particularly those in the National Squads, will therefore be encouraged to train and compete overseas whenever possible.

It is most certainly beneficial to send selected athletes to one or more overseas training camps in preparation for future championship events. The rationale being that a better prepared team will stand a better chance of delivering improved performances. These benefits were evidenced by the 2013 Portugal training camp, albeit that the benefits were only initially seen at a JWOC level. A junior training camp to Norway in 2015 again aided athletes in their performances, where South Africa was able to secure a spot in a B final for the middle distance event, despite the very technical terrain

The benefits of international training camps have also been seen at a youth level and should continue as a key feature for athlete development. Not only do such opportunities provide invaluable experience in international terrain and competitions which will result in improved performances for first time JWOC attendees, but the camps are in themselves something to be aspired to.

Participation in JWOC should be a stepping stone to an elite career. We will therefore continue to send senior teams or individuals to WOC. It is important to signal to promising juniors that there is life as an orienteer after leaving the junior ranks. The 2010 plan did however highlight that the one thing the SAOF would no longer do is to strive to send three senior men or women to WOC simply to ensure that we can field a relay team. The deterioration in our men's relay results evidences that this was not a good strategy.

The use of WOC events alone as a measure of our international performance also needs to be reviewed. World Cup races may provide better and more affordable opportunities for athletes.

There is no doubt that living and competing in Europe and Scandinavia is hugely beneficial for individual results. Whilst this has to be a personal decision we should offer moral support for those wishing to choose this option. Such individuals would also be encouraged to return to South Africa on an annual basis to compete in one of the championship events, but in the event that this is not possible the selection policy should not exclude them from the system.

5.10 Funding

Aside from the World Games, attendance at championship events has, in recent years been more and more on an entirely self funded basis. Historically the SAOF would pay entry fees, but even money for this has dried up. This situation is envisaged to continue for the future. Whilst from 2012 to 2014 money was directed towards athletes who achieved certain performance targets such a system cannot always be guaranteed. This funding situation will regrettably have an impact on which athletes are able to attend championships and how often.

This lack of funding is also likely to prevent certain athletes from reaching their full potential and to put a cap on the performances our athletes are able to achieve. Regular access to training in varied terrain is essential for athletes to develop their skills. Championship medallist will spend months in the host country in the lead up to an event, making several trips over an extended period of time.

Where possible, assistance should be provided to enable athletes access to train in overseas terrain. Identification of new sources of funding for high performance would assist in overcoming these hurdles.

5.11 Orienteering infrastructure

The 2010 plan discussed that within the Technical portfolio of the SAOF an initiative was underway to look at improving the competence of event organisers. As with the case of coaching, an event adviser pathway was envisaged. This would seek to formalise the qualifications of event organisers with a number of accreditation levels from beginner to IOF accredited event advisers.

In 2009 South Africa held its first ever World Ranking Events (WRE). Pleasingly this has become a regular occurrence. The SAOF would like to see continue, with the clubs vying to host South Africa's annual allotment of three WRE's.

A South African Sprint championship event was introduced after the 2010 plan. Whilst the traditional disciplines of the Classic and Middle distance events are well catered for at regional and national championship level, there was no South African Sprint championship. Clubs and regions are encouraged to explore ways of accommodating the SA Sprint championships event at a time that will attract the country's leading Sprint orienteers.

In 2010 it was recognised that in the future the SAOF may select individuals for WOC who are Sprint discipline specialists. This is likely to become more of a reality given the new proposed WOC format, as well as the evidence of our ability to deliver higher performance at these types of events.

6. CONCLUSIONS

Much progress has been made in the last 5 years in creating a more professional system around high performance. This review confirms that we are on the right path and ensures that we continue to steer down in the correct direction.

Recently several top orienteering nations spoke at coaching conference sharing the plans they implemented to help deliver their excellent results. Our HP plan does touch on many of the areas, and whilst this review could have been expanded to further incorporate these ideas, we need to be realistic about what we can achieve given our constraints of funding, access to terrain and the limited size of our sport. Furthermore, much of the information shared by those nationals involves implementation detail, which can be left at the hands of coaching staff to consider and implement.

Glossary

2010 Plan	the SAOF document issued in December 2010 entitled "The Strategic plan 2011-2013"
IOF	International Orienteering Federation
HP	High Performance
JWOC	Junior World Orienteering Championships
LTAD	Long Term Athlete Development
LTCD	Long term Coach Development
PDI	Previously Disadvantaged Individual
SAOF	South African Orienteering Federation
SASCOC	South African Sports Confederations and Olympic Committee
TT	Time Trial
WG	World Games
WOC	World Orienteering Championships
WRE	World Ranking Event

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APPENDIX 2: HISTORICAL ANALYSIS

1. World Games Performance

The 2010 Plan presented a detailed analysis of our performance at our first ever World Games in 2009.

In 2013 the SAOF was permitted to send one Male Orienteer to compete at the World Games (WG). That selected athlete is arguably the best sprint orienteer SA has produced to date, given that he qualified for a final at WOC. It was disappointing that our athlete missed a control in the butterfly loop and was therefore DSQ in the sprint event. Whilst analysis is not entirely accurate (with a missing control) it has been included for completeness sake.

	WG performance				HP 2009 Targets	
	2013		2009			
	Sprint	Middle	Sprint	Middle	Sprint	Middle
Ladies	n/a	n/a	139%	142.50%	150%	150%
Men	116%	130%	132%	135%	115%	130%

Despite the outcome of the sprint, our improvement in performance and close alignment with the HP targets set down in 2009 were pleasing, and could be taken as an indication that the action points identified in the 2010 Plan were appropriate.

Another take away from this analysis is that the targets set in 2009 remained relevant 5 years later, and that any huge deviations from the old target levels in the future may not be realistic without some additional interventions.

2. World Championship Performance

The table below summarizes past performances at WOC. The table only considers the performances in heats, except from 2014 onwards where a change in the format eliminated the qualification races and gave SA only entry in the final. The averages are distorted on occasion when only one athlete participated in an event or completion (eg men 2001 and 2002 sprint, 2011 long and ladies 2001). Furthermore, before 2006 the sprint (or short as it was known then) was not run on a sprint map. This style of mapping and format of competition was first introduced in 2006.

It is fair to say that, for the men, other in the sprint discipline there has been no positive impact of the averages by the 2010 Plan. But it must be emphasized that the sprint discipline has generated very pleasing results including, in 2012, the first time ever qualification for a South African athlete for a WOC final. An indication of the positive impact of athletes progressing through the system can

also be seen that in 2015 South Africa's second every best performance in the sprint was achieved by an athlete in their first appearance at a WOC.

This analysis is somewhat oversimplified by the removal of the qualification races for the long and middle in 2014 which therefore doesn't allow for a direct comparison.

The results for the ladies on the other hand paint a different picture on paper (although the low number of attendances could be a factor in this regard). Again though, improved performances within the sprint discipline are clear. 2014 and 2015 also saw superb results for first time WOC appearances by athletes who had progressed through the system compared to all their predecessors at a first WOC. Another interesting fact is that the top performances in both these years were delivered by the same athlete who participated in 2001 and 2003. This is a clear indication that with the correct structure and application of science to orienteering it is possible for athletes to jump to an entirely new level of performance.

Summary of Men's WOC performances

	Long		Middle heat		Sprint		Relay	Relative
	Best	Average	Best	Average	Best	Average	Position	
2001	139%	150%	124%	145%	125%	125%		
2003	165%	178%	139%	151%	116%	116%	31	145%
2004	142%	155%	173%	188%	126%	134%	30	151%
2006	142%	162%	133%	163%	114%	134%	35	155%
2007	139%	156%	142%	155%	124%	129%	36	152%
2008	147%	165%	142%	184%	124%	133%	33	167%
2009	152%	168%	138%	172%	127%	168%	36	171%
2010	139%	174%	143%	286%	130%	142%		
2011	153%	153%	166%	202%	127%	131%		
2012	139%	148%	168%	201%	116%	119%		
2013			162%	162%				
2014	173%		182%		112%	125%	33	176%
2015	167%		174%		111%	128%	31	150%
Average								
Pre 2011	146%	164%	142%	181%	123%	135%		
Post 2011	146%	151%	165%	188%	117%	126%		
Post 2011-inc final	158%		170%					

Summary of Ladies WOC performances

	Long		Middle heat		Sprint	
	Best	Average	Best	Average	Best	Average
2001	240%	240%	217%	217%	149%	125%
2003	179%	184%	151%	172%	154%	154%
2006	189%	190%	178%	202%	165%	166%
2014			158%		133%	134%
2015	169%		170%		124%	126%
Average						
Pre 2011	203%	205%	182%	197%	156%	148%
Post 2011					129%	130%
Post 2011-inc final	169%		164%			

Mixed relay

The first official finish in this new event placed SA 29th, at 130% of the winners time.

3. Junior World Championship Performance

A detailed report was issued in February 2015 analysing our athletes' performances at JWOC over the 8 year period from 2006 to 2014. That report is available on the SAOF website and the content thereof shall not be repeated here

The table below summarizes past performances (in heats). The averages are distorted in 2013 (ladies) and 2014 (men) by the fact that only one individual attended.

Nevertheless, there is an improvement of performance in the post 2011 JWOC period (ie past the 2010 Plan), both in terms of best performances and average performances for men and ladies. In time these improvements may turn out to be irregular or "spikey" given that the majority junior men at JWOC over this period were exceptionally talented (i.e. distorted by the limited pool of athletes). It is however fair to say that performances of such a high level were aided by having the correct structures in place, and would probably not otherwise have been possible.

Summary of Men's JWOC performances

These results are influenced by the strength of the average individual attending JWOC, specifically 2013 to 2015. This fact is further evidenced by the following achievements:

- Before 2012 there was only time that a junior man qualified for a B final (in 2008); but
- There were 3 B finals qualifications and even an A final in the period from 2012 to 2015; and

- In 2013 the men were able to field their own relay team and were 126% of the winners time. This compared to the 2015 result of 156% of the winners time; but
- On the occasions when SA fielded a ladies relay team their performance was on average between 167% and 175% of the winners time .

	Long		Middle heat		Sprint	
	Best	Average	Best	Average	Best	Average
1996	144%	195%	157%	192%		
1997	185%	192%				
1998	138%	138%				
2000	189%	189%	137%	137%		
2006	196%	207%	171%	189%	133%	135%
2008	149%	151%	139%	156%	125%	127%
2009	205%	205%	180%	180%	140%	140%
2010	163%	213%	142%	181%	126%	141%
2011	160%	145%	145%	170%	119%	131%
2012	141%	179%	131%	151%	112%	122%
2013	129%	132%	115%	134%	109%	120%
2014	138%	138%	145%	145%	115%	115%
2015	147%	163%	138%	178%	116%	134%
Average						
Pre 2011	171%	186%	154%	173%	131%	136%
Post 2011	143%	151%	135%	156%	114%	124%

Summary of Ladies JWOC performances

	Long		Middle heat		Sprint	
	Best	Average	Best	Average	Best	Average
1996	251%	251%	197%	197%		
1997	187%	187%				
2000	174%	174%	127%	127%		
2009	210%	269%	147%	184%	129%	147%
2010	167%	193%	150%	162%	125%	146%
2011	163%	173%	146%	176%	132%	142%
2012	202%	216%	147%	194%	126%	145%
2013	158%	158%	146%	146%	127%	127%
Average						
Pre 2010	198%	215%	157%	168%	127%	147%
Post 2010	174%	182%	146%	172%	128%	138%

APPENDIX 3: REALISTIC TARGETS

A trend that is clear from a more detailed analysis of the international results is that athletes typically fare poorly in their first international outing. Subsequent attendances at international level typically yield improved performances. This is even more true at junior levels, when the athletes improve annually as a result of age and increased experience and can only be expected to give their best performances in their final year.

The ultimate goal will be to set the best performance for a South African athlete in that specific event and discipline. Nevertheless realistic targets should be set for each athlete, taking into account:

- their level of experience at local competitions;
- their level of experience at international competitions;
- their underlying speed;
- the nature of the terrain; and
- the performance of other South African athletes who were at a similar level.

World Games

As it relates to World Games, given the nature of the competition, the below targets are recognised as stretch targets.

	New	2010 Plan	New	2010 Plan
	Men		Ladies	
	Better than		Better than	
Sprint	115%	135%	125%	150%
Middle	130%	130%	142%	150%

WOC

The changed format (past and proposed) for WOC will also have an influence on any performance targets. Whilst seeking the best ever SA performance will always be an individual target for our top athletes, the below revised targets for WOC take into consideration what might be achievable for a top athlete at the specific event.

	New	2010 Plan	New	2010 Plan
	Men		Ladies	
	Better than		Better than	
Long *	165%	135%	170%	150%
Middle *	165%	130%	160%	150%
Sprint	115%	115%	130%	150%
Relay	150%	145%	160%	150%

* The revised format of the long and middle necessitates a downwards revision on targets. The new races feature finals only compared to the previous format of a qualification race.

As it relates to relays, consideration must be given to the fact that the terrain is similar to the middle event. A target for the men of 150% has been set as this is their best performance in the last 10 years.

For the new mixed relay the target should be to improve our previous time of 130% of the winners.

JWOC

Athletes should be expected to show improved performances until their final year as a junior. This ongoing improvement would, in itself, be a specific measurable target. The levels of improvement will however be influenced by the number of JWOCs that they are able to attend. Targets for the “build” up JWOC can and should be set based on the detailed records available, taking into consideration athletes of a similar speed.

Reasonable targets for participating in their final JWOC (based on the performances since the implication of the 2010 Plan) are set out below.

As it relates to the men, these targets try to temper the effect of the exceptional athlete pool during this period ie to set stretch but not unrealistic goals. These targets are therefore below what would be expected for the men who have been competing the last few years and will be in their final JWOC in 2016.

	New	2010 Plan	New	2010 Plan
	Men		Ladies	
	Better than		Better than	
Long	150%	150%	165%	170%
Middle #	145%	130%	150%	140%
Sprint	120%	125%	130%	135%
Relay	145%	145%	170%	175%

= and B final qualification