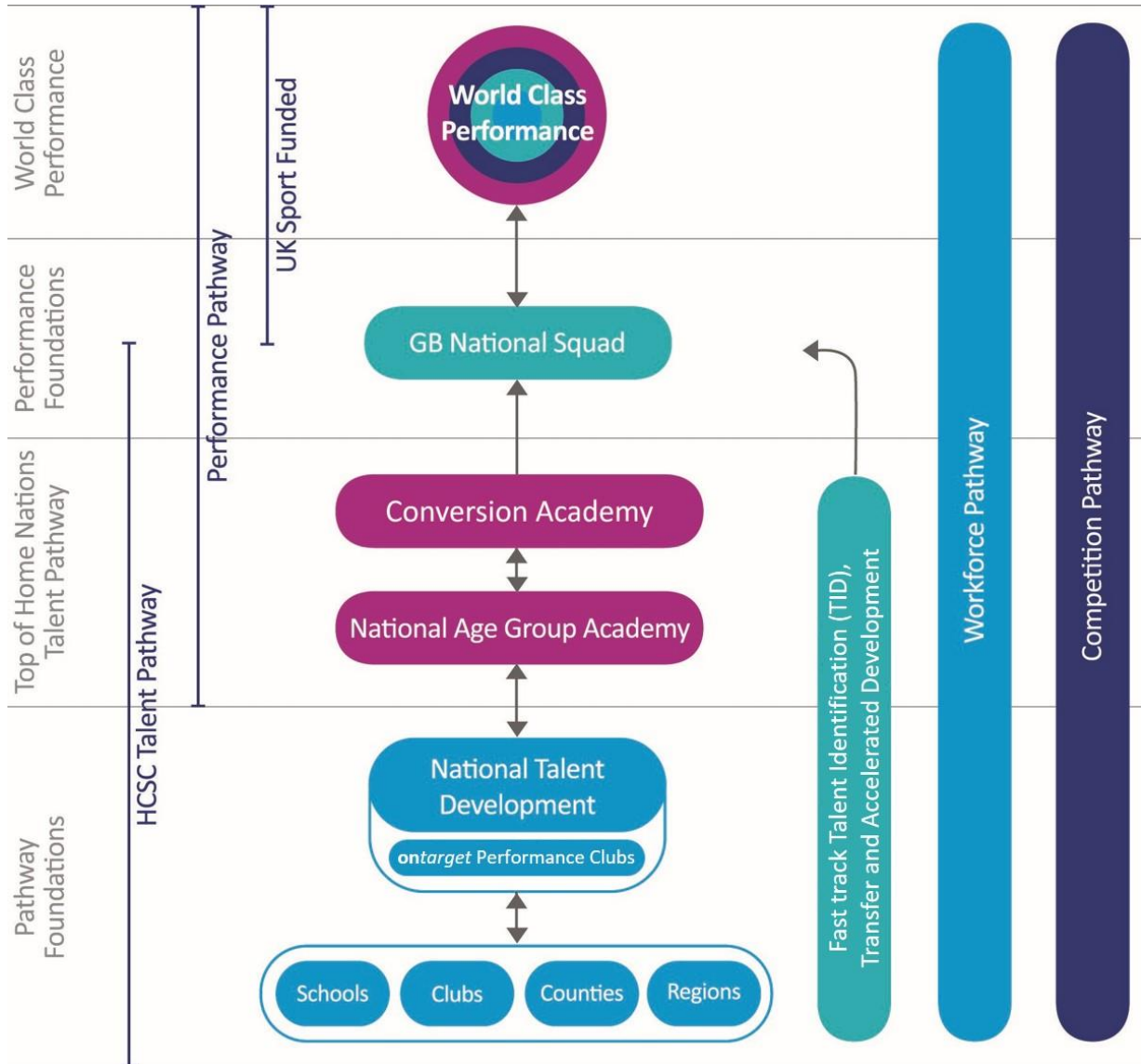




Athlete Transitions through the Pathway



Athletes can enter and transition through our Pathway at any time providing their athlete profile indicates a strong upward trajectory aligned to *what it takes to win* (WITTW). Generally, the key formalised transition period occurs annually in August following the Youth Festival Event and the competitive season which takes place March-August.



National Talent Development Programme

The National Talent Development Programme (NTDP) is fully inclusive. All young athletes who are keen to improve, including those with disabilities, are actively encouraged to sign up. The NTDP is open for any athlete under the age of 20. In 2018, the programme was also extended to compound archers.

The NTDP is the key connect between the grass roots Talent activity of our sport, including **ontarget** Performance Clubs and our HCSC (Home Country Sports Councils) Talent Pathway. We piloted this programme in 2012 and it has been highly successful as a means of defining and refining our Talent pool. It is an inclusive programme, with no criteria to register except age.

Archers attend quarterly coaching and benchmarking days throughout the year and are profiled in August at the end of the cycle. Those demonstrating talent against the *what it takes to win* criteria can be selected to the National Age Group Academy, the induction for which takes place each September.

Following feedback from athletes, parents and coaches, the 2018 National Talent Development Programme will pilot a Southern camp at Aim4Sport to complement the existing Lilleshall based camp. Once good practice and quality of experience is assured then the NTDP camps will be expanded in the 2019/20 season to Midlands and Northern areas in conjunction with our **ontarget** Performance Club programme.

National Age Group Academy

National Age Group Academy

Our National Age Group Academy is a key step for young talented archers on to the England Talent Pathway with five residential weekend camps from September to May. Athletes self-fund to attend camps and related competitions as well as paying for coach contact between camps.

The purpose of this Academy is to develop promising archers into nationally and internationally competitive athletes.

Athletes are selected to the National Age Group Academy through two main routes:

- 1) From our National Talent Development Programme outlined above;
- 2) Directly from the Competition Pathway where young talented athletes may have posted strong scores in relation to selection standards. Athletes are encouraged to submit their scores through an online score tracker and we also monitor scores at key WRS competitions. We draw down individual athlete scoring profiles for any athlete that flags over a set threshold within an age range;

Appropriate to each individual, athletes typically spend around three years on National Age Group Academy subject to their age and stage of development. Those athletes who do not demonstrate a trajectory predictive of *what it takes to win* are responsibly managed into the National Talent

Development and **ontarget** Performance Clubs network as well as the Workforce and Competition Pathway.

Conversion Academy

Conversion Academy

Our Conversion Academy sits at the top of the England Talent Pathway. The purpose of the Conversion Academy is to convert the most talented young athletes into senior international competitors. The medium for achieving this is centred around the delivery of 14 hours of quality coaching in addition to individualised Sport Science and Sport Medicine (SSSM) support driven by the *what it takes to win* approach. Conversion athletes attend an induction weekend and group training days in February, March and April. Athletes pay a monthly programme contribution which covers all aspects of their programme (excluding accommodation, self-funded competitions and kit).

Athletes are invited to enter the Conversion Academy each August and an induction is delivered each year in September. Athletes may enter from the National Age Group Academy, a Fast Track route or through the open Competition Pathway.

Athletes who do not progress beyond Conversion are either responsibly managed through a transition route such as to the Competition or Workforce Pathways or if they are deemed to have been transitioned through 'too quickly' in error, in these exceptional circumstances, they may be re-entered into a preliminary programme.

Competition Pathway

Competition Pathway

Our Competition Pathway is accessible for all archers regardless of ability or age. Any athlete can register their scores and if they meet the published score criteria driven by *what it takes to win*, they will be invited to a GB Selection process and/or a Pathway programme.

We have made significant reforms to our Youth Competition Pathway to ensure it aligns to the international format and provides quality development opportunities for both programme and non-programme athletes.

Fast track TID, Transfer & Accelerated Development

Fast-track Talent Identification, Transfer and Accelerated Development

Our Fast track TID, Transfer & Accelerated Development Opportunities have been important entry points into our sport and support innovation in archery.

The Paralympic programme has run highly successful programmes with Help for Heroes and the English Institute of Sport. On the Olympic Pathway, Project Eden will support broadening the

demographic of the Pathway through creating talent hotspots within BAME communities across the West Midlands.

Athletes who profile well can be fast tracked onto the Pathway at a stage appropriate to their WITTW profile. We work with all our partners through the fast track route to ensure any person who does not accelerate through has an opportunity to engage with a club.

Workforce Pathway

Workforce Pathway

The Workforce Pathway highlights the importance of all our workforce, including volunteers, coaches, judges, work party at events and our staff. Our Workforce Pathway, including its various courses, allows us to responsibly manage our Talent through effective signposting and journey mapping. The Workforce Pathway particularly provides a route to keep athletes in the sport during transition out of Pathway programmes.

At last count, 70% of our Performance Pathway coaching workforce were former World Class athletes and we have been highly successful in supporting this transfer of skills.

For more information please contact

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