



NATIONAL TALENT POOL DEVELOPMENT PROGRAM SWIMMING

2025 EDITION

Over View - Need for a National Program

In order to ensure sustainable performance improvements in Indian Swimming, it is imperative that various programs running across the country are working along established LTAD models and are able to nurture young talent in a manner which leads these swimmers to reach their fullest potential in later years and not prematurely. It is equally important that the swimmers progress to elite level without injuries related to over training or wrong type of training. Eventually creating a larger pool of swimmers who migrate to the elite level to perform at their peak potential at the appropriate age.

In a country like India, talent “selection” cannot be limited to a small fraction of swimmers who reach the national level competitions like National Championships or Khelo India Youth Games.

In the current context, only a few states contribute to the top 5 swimming times for any given event. Of these a very small fraction meet the age specific performance criteria by established global standards. It is also observed that most of these stand out times in early years are at the cost of “Long Term Development”, leading to stagnation and not so very impressive improvement in later years. This along with academic priorities lead to attrition of a large section of athletes from a pool which is not very large from the outset. The hard truth is that, a medal at a national championship, Khelo Games or National Games is the road to a college admission or opens the door for a government job. A “participation” at Major International meet is a “icing on the cake”, an Olympic Medal is a aberration in everyones dreams.

Therefore “scouting of talent” needs to shift from a “Competition Performance led criteria” to a “Attributes led criteria”. In the short term, in-competition performance may continue for providing assistance under various schemes. Parallel, effort is required towards a more broader regional scouting exercise.

Decentralised scouting at state level competitions & visits to academies, would help identification of untapped potential who can be nurtured through mentoring of coaches under whom such talent may exist. Attributes based scouting on established scientific sport specific criteria will help identification of raw talent (8-10 years) for the long term. This would lead into the road map for 2032 & 2036.

This would have to be supported with a regional development camps, supporting coaches at regional level with workshops, regular certification courses and continuing opportunities for up-skilling , self learning resources. These efforts need to dovetail into a mechanism for oversight and monitoring of process with regular evaluation.

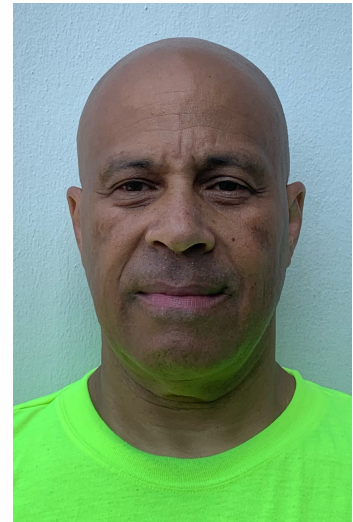
Notwithstanding all of the above, in order to address short to medium term goals, the athletes constituting the potential talent for 2026 Asian Games & 2028 Olympics cannot be ignored. These athletes presently train under various coaches/academies with very little or no oversight on their progress, training methodology, reporting of injury, sport specific assessments. Though athletes and coaches are beneficiaries of various schemes offered by the government, through the MYAS Assistance to NSF or directly through Sports Authority of India, they remain individually unaccountable for the outcomes. If the Swimming Federation of India is to be accountable for the overall performance of India’s performance on the global stage, it is imperative that a National Program for Development be led by it. All stakeholders need to be brought on board and need to be aligned to the developmental plan for future as well as current talent. In order to do so, There is a need to appoint a individual with appropriate experience as National Program Director.

National Program Director

Swimming Federation of India has decided to appoint Mr. Chris Martin, veteran coach with depth of experience working with renowned coaches who were responsible in shaping the development programs for various leading nations like USA, Great Britain, Canada.

Coach Chris Martin, starting March 2024 brings to his role as full time National Program Director for Swimming Federation of India. his diverse experience as

- National Youth & Development Coach , British Swimming, Loughborough UK 2008-2011
- Development Team Leader, Shanghai Sports Bureau 2011-2016
- Member, World Aquatics Coaches Education & Development Team, 2017 - current



Past professional assignments include

- Head Coach (Scotland) Commonwealth Games, Melbourne 2006
- Assistant Coach (GB) Olympic Games, Athens 2004
- Head Coach (Scotland) Commonwealth Games, Manchester 2002
- GB Head Coach US National, Minneapolis 1999
- GB Coach World Cup, Paris, Shanghai 1999
- Assistant Coach Commonwealth Games, Malaysia 1998
- Assistant GB Coach World Championships, Perth, Australia 1997
- Head Women's Coach US National Team 1995
- Assistant Men's Coach US National Team 1990, 1991, 1993
- Assistant Coach US Olympic Team 1992

Job Description

NPD will develop and implement a road map for elevating the performance of current pool of top performers by working closely with their coaches and support staff. He will have full oversight with the intent to monitor the ongoing training programs, including the individual competition exposures / participation for achieving short/medium term goals. NPD will provide mentoring and inputs to all coaches working swimmers on the National Talent Development program, targeted at performance improvements in consultation with the primary coach.

NPD shall develop a comprehensive strategy and implement the same for coaches up-skilling including a certification program in line with the World Aquatics certification pathway, aimed at development of a robust coach development to meet the program goals.

NPD shall advise the Swimming Federation of India for deciding the competition calendar and international exposures for the swimmers identified for the National Talent Development Program. following contents of this report are contributed by

Authored by
**Mr. Chris Martin, National Program Director,
Swimming Federation of India**

Competitive Swimming Program Evolution - World Perspective

Improvement in World Competitive Swimming over the last 4 Olympic cycles has brought on a big change in the demographic and make up of its top performers. In the past, talented athletes across the globe could reach a reasonable level of competitive proficiency in situ and with a new coach, change of environment, or investment aspire to the top ranks. In the current scenario, the top ranks have begun to tighten and even to close. A greater percentage of Swimming's top times are being recorded by athletes from fewer countries.

This outcome is largely the result of an increasing number of nations, both large and small investing a specific process methodology of athlete and program development. The process involves a long term athlete development model based on outcome targets and supported by science based performance testing and training support to both development & elite group of athletes.

This performance development model is a part of the competitive lives of individual athletes/coaches, and is the core structure of performance centres and large swimming clubs, and the blueprint for targeted national investment of the leading nations at the top of the pyramid.

At each level of engagement, be it the club, regional or national level, performance program building follows a now established pattern. This model adapted to cultural and geographical conditions is prescribed for development of Indian swimming.

STEP ONE

EVALUATION of a program's current fitness and future potential timeline initially involves 3 areas of data focus.

1. Regional Infrastructure: swimming pools access and suitability; dry land facilities, equipment and access; and financial, administrative and technical support towards targeted outcomes.
2. Training Environment: Assessment of dedication towards a fully integrated program of performance improvement. Training Environment requires a base level of "SCHEDULED" hours, equipment, medical, Sport science, S and C, and health resources towards a timed and targeted performance improvement.
3. Human Resources (Athlete, Coach and to a slightly lesser extent Support): Measured Evaluation of the current status and future potential of athletes; the knowledge base of the coaches to lead them, and suitability of timelines for success.

STEP TWO

DEVELOPING or IMPROVING Performance of Swimmers in the current talent pool is accomplished best and quickest by shifting all of the swimming stakeholders to a true Performance Development model with performance goals driven mentoring and monitoring.

The up skilling of Swimmers, Science Support staff, and most importantly Coaches is vital to creating a process where performance improvement is inevitable. The Performance Development model begins with the idea of Long term Athlete Development (LTAD) and progresses toward a coach directed athlete focused event specific package of support towards realistic but specific outcomes.

Immediate points of contact & intervention being, current performers (athletes), their coaches & support staff. Key action areas:

- **National Federation (SFI)** , with the cooperation of key stakeholders to adjust their competitive schedules to reflect the world swimming calendar including opportunities for FINA qualification events. Changes in the competition structure , particularly in the Junior & Sub Junior group need to be pushed through for establishing a “Performance Pathway” for their swimmer on established LTAD guidelines.
- **Athletes** begin to be technically and physiologically evaluated along world standards but with a realisation of their point in the Development pathway. Once so educated, realistic targets can be set, supported and adhered to. In the setting of a performance team with shared outcomes and timed improvement measures, athletes can better and quicker reach program goals and replicate results in the toughest competitions.
- **Coaches** the key resource in any program’s step up, coaches need to be taught not just the performance procedures of current elite swimmers; but the specific training building blocks required to put athletes in the frame of success. Research shows that World Class Coaches do share many skills and behaviours. Their learning and body of knowledge also serves to lead any science and health support. Teaching these skills domestically is a more cost effective and long term solution for most NGBs. Education of the physiological and technical parameters of High performance will empower coaches not just to develop single athletes, but to build programs that sustains, retains and reproduces the country’s best swimming performances.
- **Support Staff** Success and improvement in today’s competitive swimming arena requires innovative swimming specific and athlete focused solutions to each athlete’s needs. These needs are derived from swimming focused analysis in all areas of support. Exercise physiology, Biomechanics, strength and Conditioning, Physiotherapy and Medical support are these days underpinned by a competitive swimming knowledge base. ACCESS to this knowledge is crucial to the servicing of the best athletes. World level educated coaches have this understanding and can point service providers towards innovative and individual solutions. Furthermore, proper swimmer support reduces the instances of illness and injury and increases annual training time. This is at least as important as the technical skill improvement that proper support inevitably brings

STEP THREE

REGIONAL DEVELOPMENT FOR THE NEXT GENERATION. Typically, a systemic generational change in national swimming performance (new generation) takes 6 years with inevitable WC Youth results showing with in 3.

The long term National program shift is best accomplished by focusing on regional development. This involves reaching out horizontally across the Indian swimming fraternity to recruit coaches, swimmers and programs who are both ambitious for and committed to developing swimmers towards a world standard. Their current status is not as relevant as their ability and desire to receive and use information towards a national goal.

REGIONAL DEVELOPMENT IS BEST ACCOMPLISHED BY AN ANNUAL PROSCRIBED SERIES OF INTERACTIONS/VISITS THROUGHOUT EACH SWIMMING SEASON. 3 INTERACTIONS ARE IDEAL BUT IN SOME YEARS ACCOMMODATIONS TO THE CALENDAR MAY HAVE TO BE MADE.

- A first visit ideally is held “centrally”, after the conclusion of the world’s major meet (Olympics, WC, Asian games) and at the beginning of the upcoming season’s first physiological training cycle. This meeting would mark a first and biggest engagement with all swimming constituents interested in a national development. Information gathering across all areas would be a priority as this knowledge informs specific and locally relevant strategies for moving performance forward. It further reaches out to programs and coaches with a desire to achieve, but who lack in some area of resources or information. The bigger goal is to organise a series of 2 further regional development camps, to be held across India on roughly the same weekends. One of these would be held during the deepest mid- season training block (January-March); and again just prior to the main competitive phase of the “Development/Junior” calendar. This ideally would be in late July
- The key to success in a regional development program is to have local coaches attend the first central meeting where beginning levels of up skilling, education, and problem solving are undertaken. At source, a camp schedule of activities, skill teaching, and testing protocols are explained and form the basis of the second camp. The Regional coaches then become leaders of the second meeting. From that second camp, valuable developmental information is gathered and sent to the NGB for evaluation.
- The third Camp then becomes more individualised to each region with all constituents more aware of where they stand both across India and on the pathway to a world standard. Camp reports and subsequent visits would allow an evaluator to measure adherence and progress to agreed strategies and keep the initiative to improve moving forward. Committed coaches in a regional development program are encouraged to lead but are required to have athletes in the program. In this way they take knowledge back to their home environments as well as supporting a national one.
- The process would then repeat annually, with first visit (Sept) becoming an evaluation of the previous season’s final Junior/development performance.

Going forward this plan would be adapted to adjust for the local conditions.

National Talent Pool Athlete (NTPA)

- (1) Swimmers age 12 & above who achieve age specific time standards (refer NTPA time standard table) at any SFI or World Aquatics affiliated National Federation,
- (2) Swimmers identified for inclusion in NTPA by National Program Director, provided they have achieved the age appropriate time for “Possible Director’s Choice”
- (3) TOPS group swimmers are automatically included in the NTPA

Provided, the swimmer (parent in case of 18 & under) and primary coach undertake to :

- Regularly share the training logs with NPD and receive inputs on training design from NPD
- Agree to sincerely use all technology adopted by SFI for monitoring the progress of swimmer
- Agree to meet NPD at place of training for periodic reviews at appointed date / time
- Attend all camps that may be organised by SFI during the annual calendar unless exemption is sought and granted by NPD for justifiable reasons
- Agree to follow a appropriate LTAD plan recommended by NPD including competitions exposure and target events for the year in question.
- Sign a declaration to comply with the latest WADA guidelines for clean sport and agree to comply with nutrition & responsible use of supplements as per guidelines of NPD

National Talent Pool Athletes will be eligible for national team selection trials , international exposure meets, domestic & international junior / senior camps etc.

SFI will only recommend swimmers on NTPA for inclusion on TOPS core/development subject to meeting the TOPS selection benchmarks. TOPS inclusion is solely discretion of Mission Olympic Cell of SAI

Development Pool Athlete (DPA)

- (1) Swimmers 10-14 years, and finalist in any individual event from the last SFI Sub Junior , Junior National Championship (not already included in NTPA pool).
- (2) Any other swimmer identified as potential talent from “Talent Scouting” activity by SFI by NPD or otherwise.

Provided, the swimmer, parent and primary coach undertake to :

- Regularly share the training logs with NPD and receive inputs on training design from NPD
- Agree to sincerely use all technology adopted by SFI for monitoring the progress of swimmer
- Agree to meet NPD at place of training for periodic reviews at appointed date / time
- Attend all regional camps that may be organised by SFI during the annual calendar. unless exemption is sought for illness or academic reasons.
- Agree to follow a appropriate LTAD plan recommended by NPD including competitions exposure and target events for the year in question.

Progression & Weeding out

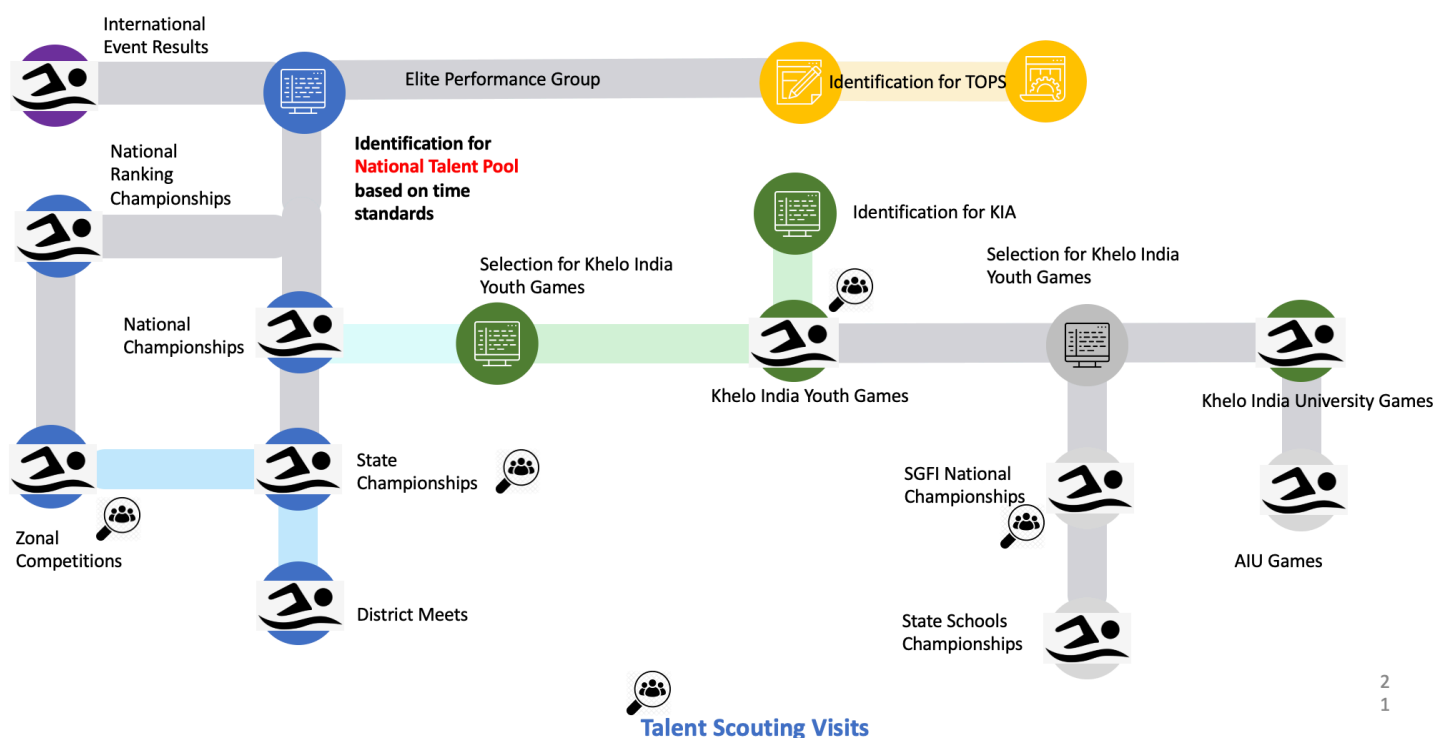
A swimmer will automatically progress to the National Talent Pool, for the subsequent year if she/he meets the criteria for NTPA and agrees to the conditions applicable to a NTPA (outlined above). Swimmer will be dropped from the NTPA / DPA if she/he fails to meet the conditions consecutively for 6 months or quits training for more than 6 months for any reason excluding medical rehab with established intent to return to training.

Selection Process



NATIONAL TALENT POOL ATHLETE

Swimming Competition & Performance Pathway



Refer age specific NTPA selection Time Standards table for the current competition year



COACH NATIONAL TALENT POOL SWIMMING

MISSION 2032



Primary Coaches of swimmers who are on the **National Talent Pool** will be invited to be part of the National Talent Pool Development Program. These coaches along with their swimmer will be mentored on a one on one basis by the National Program Director. NTP coaches will also go through the ‘ **Accelerated Coach Certification** ‘

NTP Program Coach will

- Interact frequently with the NPD for reviewing the progress of their NTP athletes and share feedback on training adaptations of such athletes.
- Will discuss and agree on the age appropriate LTAD plan for each of their swimmers, including target peaking competitions for each season
- Will ensure that the swimmer maintains highest standards of discipline towards training, anti doping rules.
- Will discuss with the NPD any areas of concern which may be detrimental to the progressive improvement of performance of the NTP swimmer

LONG TERM FOCUS IS MANDATORY FOR ALL NTP SWIMMERS AND COACHES



Time Standards 2025 Men / Boys [15 & above]

NTPA Selection Time

20 - 24 years	100	200
free	49.92	01:49.8
back	55.88	02:02.4
breast	63.32	02:16.4
fly	54.93	02:02.7
50 free	22.53	
200 IM	02:04.1	
400 IM	04:23.1	
400 free	03:53.0	
800 free	08:11.3	
1500 free	15:13.7	

NTPA Selection Time

19 years	100	200
free	50.57	01:51.2
back	56.78	02:04.3
breast	64.32	02:18.5
fly	55.68	02:04.4
50 free	22.82	
200 IM	02:05.7	
400 IM	04:26.4	
400 free	03:55.9	
800 free	08:17.0	
1500 free	15:24.4	

NTPA Selection Time

18 years	100	200
free	51.22	01:52.7
back	57.68	02:06.3
breast	65.32	02:20.7
fly	56.43	02:06.1
50 free	23.11	
200 IM	02:07.3	
400 IM	04:29.7	
400 free	03:58.8	
800 free	08:22.7	
1500 free	15:35.1	

NTPA Selection Time

17 years	100	200
free	52.02	01:54.4
back	58.78	02:08.7
breast	66.37	02:23.0
fly	57.28	02:08.0
50 free	23.48	
200 IM	02:09.2	
400 IM	04:33.5	
400 free	04:02.3	
800 free	08:34.8	
1500 free	15:48.3	

NTPA Selection Time

16 years	100	200
free	52.82	01:55.5
back	59.78	02:10.9
breast	67.42	02:25.2
fly	58.13	02:09.9
50 free	23.84	
200 IM	02:11.1	
400 IM	04:43.5	
400 free	04:05.8	
800 free	08:36.8	
1500 free	16:01.5	

NTPA Selection Time

15 years	100	200
free	56.92	02:01.5
back	61.88	02:15.5
breast	69.82	02:30.4
fly	60.03	02:14.1
50 free	25.69	
200 IM	02:16.3	
400 IM	04:47.7	
400 free	04:23.8	
800 free	09:12.9	
1500 free	17:09.2	

Time Standards 2025 Boys[12-14 years]

NTPA Selection Time

14 years	100	200
free	58.67	02:05.6
back	64.91	02:27.3
breast	72.88	02:40.9
fly	63.99	02:25.9
50 free	27.63	
200 IM	02:28.3	
400 IM	05:04.6	
400 free	04:29.9	
800 free	09:09.7	
1500 free	17:31.3	

NTPA Selection Time

13 years	100	200
free	64.42	02:21.7
back	68.21	02:34.3
breast	77.92	02:47.8
fly	68.53	02:33.1
50 free	29.07	
200 IM	02:34.7	
400 IM	05:17.4	
400 free	04:54.8	
800 free	09:29.9	
1500 free	19:12.9	

NTPA Selection Time

12 years	100	200
free	67.62	02:28.8
back	73.68	02:41.4
breast	81.12	02:54.7
fly	71.73	02:40.2
50 free	30.52	
200 IM	02:41.1	
400 IM	05:30.2	
400 free	05:08.9	
800 free	10:47.1	
1500 free	20:05.7	

Possible Directors choice

14 years	100	200
free	64.3	02:21.4
back	70.6	02:34.7
breast	78.5	02:49.0
fly	68.6	02:33.2
50 free	29.0	
200 IM	02:33.5	
400 IM	05:15.2	
400 free	04:50.6	
800 free	10:11.4	
1500 free	18:58.6	

Possible Directors choice

13 years	100	200
free	67.6	02:28.8
back	74.0	02:42.1
breast	81.8	02:56.2
fly	72.0	02:40.8
50 free	30.5	
200 IM	02:40.1	
400 IM	05:28.5	
400 free	05:05.2	
800 free	10:40.6	
1500 free	19:53.3	

Possible Directors choice

12 years	100	200
free	71.0	02:36.2
back	77.4	02:49.4
breast	85.2	03:03.5
fly	75.3	02:48.3
50 free	32.0	
200 IM	02:46.7	
400 IM	05:41.7	
400 free	05:19.7	
800 free	11:09.7	
1500 free	20:47.9	

Time Standards Women/Girls [15 & above]

NTPA Selection Time

20-24 years	100	200
free	55.33	02:00.5
back	62.57	02:15.3
breast	70.58	02:31.1
fly	60.36	02:14.0
50 free	25.19	
200 IM	02:16.3	
400 IM	04:44.8	
400 free	04:11.0	
800 free	08:38.0	
1500 free	16:26.3	

NTPA Selection Time

19 yrs	100	200
free	55.93	02:01.8
back	63.47	02:17.3
breast	71.58	02:33.2
fly	61.01	02:15.4
50 free	25.46	
200 IM	02:17.9	
400 IM	04:48.0	
400 free	04:13.6	
800 free	08:43.3	
1500 free	16:36.1	

NTPA Selection Time

18 yrs	100	200
free	56.53	02:03.1
back	64.37	02:19.2
breast	72.58	02:35.4
fly	61.66	02:16.9
50 free	25.74	
200 IM	02:19.6	
400 IM	04:51.0	
400 free	04:16.2	
800 free	08:48.5	
1500 free	16:45.9	

NTPA Selection Time

17 yrs	100	200
free	57.23	02:04.6
back	65.42	02:21.5
breast	73.58	02:37.5
fly	62.56	02:16.7
50 free	26.05	
200IM	02:21.1	
400 IM	04:53.8	
400 free	04:19.3	
800 free	08:54.6	
1500 free	16:57.4	

NTPA Selection Time

16 yrs	100	200
free	58.03	02:06.4
back	66.47	02:23.8
breast	74.68	02:39.8
fly	63.16	02:20.2
50 free	26.42	
200 IM	02:23.2	
400 IM	04:58.3	
400 free	04:22.8	
800 free	09:01.6	
1500 free	17:10.4	

NTPA Selection Time

15 yrs	100	200
free	59.73	02:10.1
back	68.57	02:28.3
breast	77.08	02:44.9
fly	64.86	02:24.0
50 free	27.19	
200 IM	02:27.1	
400 IM	05:07.7	
400 free	04:30.2	
800 free	09:16.4	
1500 free	17:38.2	

Time Standards 2025 Girls [12-14 years]

NTPA Selection Time

14 yrs	100	200
free	66.23	02:24.2
back	73.97	02:40.0
breast	81.98	02:55.5
fly	70.16	02:35.8
50 free	30.15	
200 IM	02:40.9	
400 IM	05:28.3	
400 free	04:58.5	
800 free	10:13.0	
1500 free	19:24.4	

NTPA Selection Time

13 yrs	100	200
free	67.83	02:27.7
back	75.57	02:43.4
breast	83.68	02:59.1
fly	71.86	02:39.5
50 free	30.88	
200 IM	02:43.5	
400 IM	05:34.9	
400 free	05:05.5	
800 free	10:26.9	
1500 free	19:50.5	

NTPA Selection Time

12 yrs	100	200
free	71.03	02:34.7
back	77.17	02:46.9
breast	85.38	03:02.8
fly	73.56	02:43.3
50 free	32.34	
200 IM	02:48.9	
400 IM	05:43.1	
400 free	05:19.4	
800 free	10:54.8	
1500 free	20:42.8	

Possible Directors choice

14 yrs	100	200
free	69.5	02:31.5
back	77.7	02:48.0
breast	86.1	03:04.3
fly	73.7	02:43.6
50 free	31.7	
200 IM	02:46.5	
400 IM	05:39.8	
400 free	05:08.9	
800 free	10:34.5	
1500 free	20:05.1	

Possible Directors choice

13 yrs	100	200
free	71.2	02:35.1
back	79.3	02:51.6
breast	87.9	03:08.1
fly	75.5	02:47.5
50 free	32.4	
200 IM	02:49.2	
400 IM	05:46.7	
400 free	05:16.2	
800 free	10:48.9	
1500 free	20:32.2	

Possible Directors choice

12 yrs	100	200
free	74.6	02:42.4
back	81.0	02:55.2
breast	89.6	03:11.9
fly	77.2	02:51.5
50 free	34.0	
200 IM	02:54.8	
400 IM	05:55.1	
400 free	05:30.6	
800 free	11:17.7	
1500 free	21:26.3	