

**Regional Programme  
2024-2025 Season  
(Swimming)**

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**SWIM  
IRELAND**

**Background**

A progressive and targeted Regional Programme is a key tactic in achieving Swim Ireland's Performance objectives for the 2028 Olympic Games in Los Angeles and the 2032 Olympic Games in Brisbane. The Regional Programme will sit directly below the National Programme and will display alignment to it in terms of principles and content and will not operate as standalone programmes. For the Regional Programme, it is recognised that:

- Athletes should be a defined percentage outside of the National Programme standards in regards to either the 2028 or the 2032 Olympic Games and should be differentiated as such
- Subject to individual athlete age, all Regional Programme members must be fully committed to a comprehensive training/coaching programme in preparation for peak performance in the relevant annual Swim Ireland International or National benchmark competition/s and the Irish Open Championships acting as the Trials for such international events
- Through staff observation at previous Regional Programme, National Programme and/or National Team selections, athletes will have displayed behaviours and standards that are fully aligned with the 'On Our Performance Team' booklet
- The Regional Programmes will support athletes through to the 2025 Irish Open Championships (the period September 2024 to April 2025). Support and interventions for athletes in the period May 2025 to August 2025 will be focused on those athletes who may be selected to compete for a National and or Regional Team in this period
- Within this Regional Programme Policy, athletes defined as 'Male' or 'Female' relates to the athlete's biological sex assigned to them at birth. Once the Swim Ireland Transgender Policy is agreed and published, this definition will be reviewed in relation to the Regional Pathway Section of the Programme

### **Athlete Eligibility**

At the time of selection, athletes must meet all of the following criteria to be considered to be eligible for selection:

- i. At the time of selection, be a full-time resident on the Island of Ireland for a minimum of 12 months for athletes under 18 years of age or 36 months for athletes 18 years or older
- ii. Be a registered Swim Ireland member for the 2023-2024 and the 2024-2025 season;
- iii. Be in good standing with Swim Ireland;
- iv. Be available to fulfil all of the Regional Programme obligations;
- v. Comply with the statements and expectations of the Swim Ireland 'On Our Performance Team' booklet;
- vi. Met the expectations and requirements of the Regional or National Programme in the 2023-2024 season if a member at that time;
- vii. Not be the subject of a current anti-doping ban, a doping violation and/or a pending doping violation
- viii. Have not acted in such a manner so as to bring himself/herself, Swim Ireland and/or the sport into current disrepute. For the avoidance of doubt: the evaluation of this requirement is at the sole discretion of the Swim Ireland Performance Senior Leadership Team (SLT) for the purposes of selection: the public disrepute referred to within this clause includes potential and/or actual disrepute

### **Programme 2024-2025**

Swim Ireland Performance will operate a three tiered Regional Programme encompassing a 'Skills Academy' cohort for Age Group athletes, a 'Development Programme' cohort for Youth athletes and a 'Pathway Programme' for Senior athletes. An athlete can potentially be a member of the Skills Academy for two years before progressing to the Development Programme, which provides support to athletes as they aim to achieve National Programme selection within a one to four year period. The Pathway Programme supports those athletes who may miss out on National Programme selection or who develop later in the sport. The Programme aims to support athletes as they endeavour to reach their full potential at senior National and/or International level. Athletes do not have to have been members of the one particular cohort in a previous season before achieving selection to another cohort.

In addition to the annual Regional Programme, the Regional Pathway Development Coaches will work in partnership with home programme coaches to ensure identified athletes are supported in achieving 'Trainability' (a frequency of training based on their stage of development) on a weekly basis via a combination of increased appropriate pool and gym access. Access to the Regional Programme will be dependent on the home programme coach being willing to work with the Regional Pathway Development Coach in their Region in a positive and constructive manner and will also be dependent on an athlete's willingness to commit to the programme.

Athletes selected for the National Programme will not be eligible for selection for their respective Regional Programme in that season. Athletes rejecting a position on the National Programme will, by implication, be also rejecting a position on their respective Regional Programme in that particular season. If Regional Programme selections are made in advance of National Programme selections, athletes may accept their Regional Programme selection and will then automatically be removed from the Regional Programme if selected to the National Programme.

### **Expected Athlete Attributes**

- Selection of a satisfactory Daily Performance Environment (DPE)
- Exemplary training attendance and commitment in the home programme
- Regional and/or National competition attendance
- Positive engagement with staff
- Attitude, positivity and performance behaviours displayed on National Teams, previous National/Regional Programme periods and National Centre 'In-Touch' sessions. For further information relating to Swim Ireland National Centres, please complete the Enquiry Form [HERE](#)
- Resilience and a first class work ethic
- An openness to learning
- Personal accountability

### **Staff Structure**

In collaboration with the Regional Pathway Advisory Groups and the Regional Pathway Development Coaches, the Swim Ireland Head of Performance Pathways & Operations will oversee the implementation of the Regional Programme. With Regional support, the Regional Pathway Development Coach will lead all aspects of the Programme in their respective Region.

Regional Programme coaches must:

- i. Be a registered Swim Ireland member for the 2023-2024 and 2024-2025 season and in good standing with Swim Ireland;
- ii. Be a full time resident within Ireland and be a practising coach within an Irish swimming programme;
- iii. Be members of the Register of Aquatic Professionals;
- iv. Comply with the statements and expectations of the Swim Ireland 'On Our Performance Team' booklet;
- v. Display a regular cultural alignment with the aims and aspirations of the Swim Ireland Performance Plan 2021-2024 and the Performance Team. For the avoidance of doubt, the evaluation of such alignment is at the sole discretion of the Swim Ireland Performance Senior Leadership Team (SLT) for the purposes of identification;
- vi. Have not acted in such a manner so as to bring himself/herself, Swim Ireland and/or the sport into current disrepute. For the avoidance of doubt, the evaluation of this requirement is at the sole discretion of the Swim Ireland Performance SLT for the purposes of identification: the public disrepute referred to within this clause includes potential and/or actual disrepute.

Coaches selected to support the Programme will be awarded up to a maximum of 3 CPD points per annum in the delivery of camps/attending meets (across both National and Regional Programmes) and will have their expenses covered by the respective Regions in doing so.

### **Home Programme Coach Interaction**

- All Regional Programme home programme coaches have access to the National Centres to develop and refine their performance knowledge
- Those home programme coaches based in Ireland who display an openness and a willingness for learning and self-improvement, and who display a clear cultural alignment with the aims and objectives of the Performance programme will be identified by the Performance SLT and invited to Swim Ireland Performance education and professional development opportunities

### **Regional Programme Coaching Day/Camp Participation**

- For all Regional Programme Coaching Days/Camps, the pool and gym session content will be planned and delivered by the Regional Pathway Development Coaches/appointed Strength & Conditioning Coach with oversight provided by the Head of Performance Pathways & Operations. Content will be circulated to home programme coaches in advance

### **Annual Membership Fee**

Athletes will be asked for an annual membership fee that will contribute to the overall cost of the Core Programme and this fee will be agreed annually. The fee in the 2024-2025 season will be €160.00 for the Skills Academy, €375.00 for the Development Programme Stage 1, €475.00 for Development Programme Stage 2 and €375.00 for the Pathway Programme (or the sterling equivalent at the time of payment). There may be other costs associated with athletes requiring additional services.

Regions may require an additional contribution towards any activities that are part of the Supplementary Programme and each Region will have licence to set their own financial requirements around this. In Regions where additional contributions for the Supplementary Programme are not required, it should be noted that both the Core Programme and the Supplementary Programme are mandatory requirements of the Regional Programme within such Regions. In Regions where additional contributions for the Supplementary Programme are required, only the Core Programme is a mandatory requirement for the Regional Programme within such Regions and the Supplementary Programme is optional on an athlete-by-athlete basis. Athletes will be notified

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of any additional contributions required towards the Supplementary Programme at the time of selection and will be asked to commit to the Supplementary Programme when accepting their place on the Programme.

### **Enquires**

All enquiries where coaches or athletes require clarity on any of the information within this document should direct these to the Head of Performance Pathways & Operations via [andrewreid@swimireland.ie](mailto:andrewreid@swimireland.ie)

**Regional Skills Academy**

<b>Age Groups:</b>	Male and Female athletes born 2011 or 2012
<b>Maximum Athlete Quota:</b>	Up to 36 athletes per Region comprising of 10 Male and 10 Female athletes born 2012 and 8 Male and 8 Female athletes born 2011
<b>Athlete Selection:</b>	Head of Performance Pathways & Operations and Regional Pathway Development Coach/s

**Selection Criteria:**

- Results from all Level 3 (or higher) meets held between 1<sup>st</sup> January and 14<sup>th</sup> July 2024 will be combined and converted to long course using Hytek. Clubs are responsible for submitting results of any Level 3 (or higher) offshore meets that their club attends before 14<sup>th</sup> July 2024. Results from the Future Challenger Series will not be included. Athletes will be ranked as follows for selection purposes:
  - Athletes ranked Top 6 in the 200m IM per age group in each Region
  - Athletes ranked Top 3 per age group in each Region in a minimum of two of the following eligible events:
    - Born 2012 – 50m Freestyle, 100m and 200m in in all four strokes
    - Born 2011 – 50m Freestyle, 100m and 200m all four strokes, 400m Freestyle, 400m Individual Medley
- In the case where more than 36 athletes within a Region achieve the above criteria, selection will be based on the National Rankings in the events from which the athlete has been considered
- In the case where less than 36 athletes within a Region achieve the above criteria, additional selections may be made from first, second, third, etc, ranked swimmers in eligible individual events until the maximum numbers are achieved

**Regional Skills Academy Core Programme:**

- Three Coaching Days (0.5 days) – a focus on stroke technique and associated race skills per day, a Strength & Conditioning session, plus an introduction to Performance swimming expectations through educational workshops
- Skills Academy Interprovincial Competition in April 2025

*(All dates will be confirmed at time of selection)*

**Regional Skills Academy Programme Expectations:**

- 100% attendance is encouraged to the activities detailed within the Core Programme
- Athletes wishing to be excused from part of the Programme must write to the respective Regional Pathway Development Coach no less than seven days in advance of such a request around a particular date/s
- Participation in the respective 2024 Regional SC Championships (unless the athlete does not meet the Qualification Standards or the age requirements for the meet) Participation in the respective 2025 Regional LC Championships (unless the athlete does not meet the Qualification Standards)
- Participation in the 2025 Irish Summer National Age Group Championships (unless the athlete does not meet the Qualification Standards)

**Regional Development Programme Stage 1**

<b>Age Groups:</b>	Male and Female athletes born 2009 or 2010
<b>Athlete Quota:</b>	Minimum quota of 12 athletes per Region (minimum of 4 Male and 4 Female) and a maximum quota of 22 athletes per Region (minimum of 6 Male and 6 Female)
<b>Athlete Selection:</b>	Head of Performance Pathways & Operations and Regional Pathway Development Coach/s

**Selection Criteria:**

1. Female athletes born 2009 will have produced a performance in an Olympic event which meets one of the published individual Consideration Standards (see page 12) at one of the Identification Meets outlined on page 10
2. Male athletes born 2009 or 2010 and Female athletes born 2010 will have produced either:
  - a) Performances in two or more Olympic events which meet the published individual event Consideration Standards (see pages 11 & 12) at one of the Identification Meets outlined on page 10, or
  - b) A performance in one Olympic 200m, 400m, 800m or 1500m event which meets the published individual event Consideration Standards (see pages 11 & 12) at one of the Identification Meets outlined on page 10
3. Each Region may decide the athlete quota based on athlete demographics and programme budget:
  - a) In the case where more than the Regionally agreed quota of athletes within a Region achieve the criteria outlined in Selection Criteria 1 or 2, athletes will be ranked as a percentage inside of the Consideration Standard in the event which gives them the highest percentage inside the Standard to meet the agreed athlete quota
  - b) In the case where less than the Regionally agreed quota of athletes achieve the criteria outlined in Selection Criteria 1 or 2, additional athletes from the Region may be added at the discretion of the selectors, ranked as a percentage outside of the Consideration Standard in the event which gives them the lowest percentage outside of the Standard to meet the agreed athlete quota
4. The selection of additional athletes will ensure the minimum number of Male and minimum number of Female athletes are selected

**Development Programme Stage 1 Core Programme:**

1. Three Coaching Days (0.5 day) - 1 pool session, 1 Strength & Conditioning session and educational workshops
2. International Competition Exposure 2025 (Date TBC)

**Development Programme Stage 1 Supplementary Programme:**

Athlete Support Programme

*(All dates will be confirmed at time of selection)*

**Regional Development Programme Stage 2**

<b>Age Groups:</b>	Male and Female athletes born 2007 or 2008
<b>Athlete Quota:</b>	Minimum quota of 8 athletes per Region (minimum of 3 Male and 3 Female) and a maximum quota of 16 athletes per Region (minimum of 5 Male and 5 Female)
<b>Athlete Selection:</b>	Head of Performance Pathways & Operations and Regional Pathway Development Coach/s

**Selection Criteria:**

1. Athletes will have produced a performance in an Olympic event which meets one of the published individual Consideration Standards (see page 11 & 12) at one of the Identification Meets outlined on page 10
2. Each Region may decide the athlete quota based on athlete demographic and programme budget:
  - a) In the case where more than the Regionally agreed quota of athletes within a Region achieve the criteria outlined in Selection Criteria 1, athletes will be ranked as a percentage inside of the Consideration Standard in the event which gives them the highest percentage inside the Standard to meet the agreed athlete quota
  - b) In the case where less than the Regionally agreed quota of athletes achieve the criteria outlined in Selection Criteria 1, additional athletes from the Region may be added at the discretion of the selectors, ranked as a percentage outside of the Consideration Standard in the event which gives them the lowest percentage outside of the Standard to meet the agreed athlete quota
3. The selection of additional athletes will ensure the minimum number of Male and minimum number of Female athletes are selected

**Development Programme Stage 2 Core Programme:**

1. Two Coaching Days (0.5 day) - 1 pool session, 1 Strength & Conditioning session and educational workshops
2. A 2-night camp – up to 4 pool sessions, 1 Strength & Conditioning session and educational workshops
3. International Competition Exposure 2025 (Dates TBC)

**Development Programme Stage 2 Supplementary Programme:**

Athlete Support Programme

*(All dates will be confirmed at time of selection)*



**Regional Pathway Programme**

<b>Age Groups:</b>	Male athletes born 2004 to 2006 and Female athletes born 2005 or 2006
<b>Maximum Athlete Quota:</b>	8 athletes (minimum of 3 Male and 3 Female)
<b>Athlete Selection:</b>	Head of Performance Pathways & Operations and Regional Pathway Development Coach/s

**Selection Criteria:**

1. Athletes will have produced a performance in an Olympic event which meets one of the published individual Consideration Standards (see pages 11 & 12) at one of the Identification Meets outlined on page 10
2. When making selections, the following criteria will be considered:
  - a) Performance profile between 2021 and 2024
  - b) Current level of support versus the required level of support to progress to the National Programme
3. In the case where more than 8 athletes achieve the criteria outlined in Selection Criteria 1 and 2, athletes will be ranked as a percentage inside of the Consideration Standard in the event which gives them the highest percentage inside the Standard to meet the maximum quota of 8 athletes (minimum 3 Male and 3 Female)
4. In the case where less than 8 athletes achieve the criteria outlined in Selection Criteria 1 and 2, additional athletes may be added at the discretion of the selectors, ranked as a percentage outside of the Consideration Standard in the event which gives them the lowest percentage outside of the Standard up to meet the maximum quota of 8 athletes (minimum of 3 Male and 3 Female)
5. A Regional Pathway Development Coach can recommend additional athletes to the Regional Pathway Programme at his/her professional discretion. Such recommendations require an endorsement from the Head of Performance Pathways & Operations before the athlete can be confirmed. There is no obligation to recommend such additional athletes
6. The selection of any additional athletes will ensure that the minimum number of Male and minimum number of Female athletes are selected

**Pathway Programme Core Programme:**

1. Subject to National Centre Head Coach agreement, regular In-Touch access to a National Centre (once per month minimum). For further information relating to Swim Ireland National Centres, please complete the Enquiry Form [HERE](#)
2. Bespoke online support
3. International Competition Exposure 2025 (Dates TBC)

**Pathway Programme Supplementary Programme:**

Athlete Support Programme

*(All dates will be confirmed at time of selection)*

**Identification Meets for Development and Pathway Programme Selection:**

- 2024 World Aquatics Championships (50m) (including single gender relay lead off legs)
- 2024 McCullagh International Meet
- 2024 Regional Age Group & Senior Championships (50m) - Development Programme only
- 2024 Irish Open Championships (50m)
- 2024 European Aquatics Championships (50m) (including single gender relay lead off legs)
- 2024 European Aquatics Junior Championships (including single gender relay lead off legs)
- 2024 Irish Summer National Age Group Championships (50m)
- 2024 Irish Summer National Youth & Senior Championships (50m)
- 2024 Olympic Games (including single gender relay lead off legs)

**Development and Pathway Programme Expectations:**

- 100% attendance to the mandatory activities as outlined at the time of selection
- Participation in the respective 2024 Regional SC Championships (unless the athlete does not meet the Qualification Standards)
- Participation in the 2024 Irish National Winter Championships (25m) (unless the athlete does not meet the Qualification Standards)
- Participation in the 2025 Irish Open Championships (unless the athlete does not meet the Qualification Standards)
- Participation in the respective 2025 Regional LC Championships
- Participation in the 2025 Irish Summer National Championships (unless the athlete does not meet the Qualification Standards)
- Athletes accepting their place on the Regional Programme should not take extended (5 days or more) holidays in the periods 02/09/24 to 24/12/24 and 01/01/25 to the identified and agreed summer benchmark/s meet in 2025. Athletes planning to take extended holidays during these periods should communicate this with the Regional Pathway Development Coach in their Region at time of selection
- Considerations will be made in relation to key academic/examination periods and selected athletes wishing to be excused from part of the Programme must write to the Head of Performance Pathways & Operations via [andrewreid@swimireland.ie](mailto:andrewreid@swimireland.ie) no less than three full calendar months in advance of such a request around a particular date/s
- For athletes who have an illness or an injury which, (in the professional opinion of the Head of Performance Pathways & Operations) justifies non-attendance at a particular Regional Programme activity, they may seek to be excused subject to the receipt of a satisfactory doctor's note/certificate (illness) or chartered physiotherapist's note/certificate (injury) prior to the request
- Athletes withdrawing from an onshore or offshore camp/competition after submission of the Regional Programme Acceptance Form may be responsible for covering the additional cost of any accommodation and/or flight

REGIONAL PROGRAMME - MALE CONSIDERATION TIMES (LONG COURSE) 2024-2025							
Event	PATHWAY PROGRAMME			DEVELOPMENT PROGRAMME STAGE 2		DEVELOPMENT PROGRAMME STAGE 1	
	2004	2005	2006	2007	2008	2009	2010
50m Freestyle	00:23.98	00:24.36	00:24.60	00:24.60	00:24.60	00:24.84	00:24.84
100m Freestyle	00:51.25	00:51.75	00:53.19	00:54.35	00:56.40	00:59.32	01:01.10
200m Freestyle	01:52.84	01:55.05	01:56.41	02:00.00	02:04.50	02:08.59	02:12.44
400m Freestyle	04:01.69	04:05.71	04:11.16	04:17.79	04:27.40	04:29.99	04:38.09
800m Freestyle	08:15.91	08:24.81	08:35.40	08:47.88	09:04.98	09:28.17	09:45.22
1500m Freestyle	15:47.74	15:55.51	16:16.98	16:44.54	17:08.60	17:49.34	18:21.42
100m Backstroke	00:56.49	00:56.83	00:58.37	00:59.94	01:01.57	01:04.70	01:06.64
200m Backstroke	02:03.17	02:04.19	02:08.50	02:10.57	02:13.90	02:20.96	02:25.19
100m Breaststroke	01:04.07	01:05.12	01:07.62	01:09.19	01:11.29	01:11.98	01:14.14
200m Breaststroke	02:17.70	02:20.45	02:26.45	02:28.90	02:35.68	02:37.20	02:41.91
100m Butterfly	00:54.89	00:55.93	00:57.09	00:58.50	00:59.80	01:04.78	01:06.73
200m Butterfly	02:03.89	02:05.65	02:08.49	02:10.49	02:14.53	02:22.21	02:26.48
200m I.M.	02:05.93	02:08.48	02:09.78	02:13.00	02:18.08	02:25.05	02:29.40
400m I.M.	04:28.78	04:32.12	04:38.58	04:46.34	04:53.48	05:04.27	05:13.40

REGIONAL PROGRAMME - FEMALE CONSIDERATION TIMES (LONG COURSE) 2024-2025						
Event	PATHWAY PROGRAMME		DEVELOPMENT PROGRAMME STAGE 2		DEVELOPMENT PROGRAMME STAGE 1	
	2005	2006	2007	2008	2009	2010
50m Freestyle	00:27.37	00:27.98	00:27.98	00:27.98	00:28.25	00:28.25
100m Freestyle	00:58.46	00:59.49	01:00.54	01:00.84	01:03.76	01:05.38
200m Freestyle	02:06.12	02:08.66	02:10.05	02:12.17	02:16.94	02:22.43
400m Freestyle	04:25.95	04:30.03	04:33.99	04:39.28	04:50.40	04:57.51
800m Freestyle	09:09.15	09:19.46	09:25.89	09:41.11	09:57.51	10:13.06
1500m Freestyle	17:31.76	17:42.05	18:01.33	18:08.87	18:19.24	18:19.24
100m Backstroke	01:05.93	01:07.28	01:08.00	01:08.31	01:11.38	01:13.91
200m Backstroke	02:21.32	02:25.04	02:26.71	02:28.91	02:33.63	02:37.93
100m Breaststroke	01:14.07	01:14.85	01:16.41	01:17.97	01:20.53	01:23.53
200m Breaststroke	02:38.82	02:40.69	02:45.28	02:47.19	02:51.76	02:59.68
100m Butterfly	01:03.18	01:04.68	01:05.68	01:07.18	01:09.70	01:09.70
200m Butterfly	02:18.80	02:20.56	02:22.03	02:25.33	02:27.75	02:34.30
200m I.M.	02:22.56	02:25.67	02:25.72	02:27.29	02:31.63	02:34.91
400m I.M.	04:57.85	05:01.99	05:07.39	05:14.60	05:26.80	05:30.97