



HIGH PERFORMANCE SPORTS HANDBOOK

CONTENT

- 1. Overview**
 - 1.1 About Singapore Sport Institute
 - 1.2 Singapore's High Performance (HPS) System - Vision and Targets
 - 1.3 Key Principles of HPS System
 - 1.4 Integrated approach to achieve HPS Vision and Targets
 - 1.5 Eligibility Criteria for HPS Pathway Support
 - 1.6 Support schemes for carded athletes
spexCarding | *spexTAG* | *spexMEDIC* | *spexGLOW* | *spexScholarship*
- 2. Information for Athletes**
 - 2.1 *spexCarding*
 - 2.2 *spexTAG*
 - 2.3 *spexMEDIC*
 - 2.4 *spexGLOW*
- 3 *spexScholarship***
 - 3.1 *spexScholarship* Overview
 - 3.2 Aim of *spexScholarship*
 - 3.3 Intent and principles of *spexScholarship* support
 - 3.4 Eligibility Criteria
 - 3.5 Nomination and Selection Process
 - 3.6 How to nominate
 - 3.7 *spexScholarship* Packages
 - 3.8 *spexScholarship* Support Schemes
 - 3.9 Enquiries
- 4. Information for National Sports Association (NSA)**
 - 4.1 *spexCarding*
 - 4.2 *spexTAG*
 - 4.3 *spexMEDIC*
 - 4.4 *spexGLOW*
- 5. Singapore Sport Institute (SSI) Service Delivery Model**
 - 5.1 SSI Service Delivery Model
- 6. Relevant SSI Divisions & Organisations**
 - 6.1 High Performance and Athlete Life
 - 6.2 Sport Science and Sport Medicine
 - 6.3 National Youth Sport Institute
 - 6.4 Singapore Sports School
- 7. FAQs – *spexScholarship***

Information is accurate as of date of publishing. Sport Singapore reserves the right to amend the information without prior notification. No part of this publication may be reproduced, copied, stored in a retrieval system, or transmitted in any form or by any means, electronic, mechanical, recording or otherwise, except brief extracts for the purpose of internal reference, without the permission of Sport Singapore.

All enquiries seeking such permission should be addressed to:
Singapore Sport Institute
Sport Singapore

Version 9.2 – 24 Sep 2021

ABBREVIATIONS

DTE	Daily training environment
FPUL	Full-pay unrecorded leave
HiPAL	High Performance and Athlete Life Division
HPS	High Performance Sports
LTAD	Long-Term Athlete Development
NSA	National Sports Association
NYSI	National Youth Sports Institute
SportSG	Sport Singapore
SportSync	Information System for Coaches, Athletes, and NSAs
SSI	Singapore Sport Institute
SSP	Singapore Sports School
SSMC	Singapore Sport Medicine Centre
SSSM	Sport Science and Sport Medicine
TeamSG	Team Singapore

CONTACT

For enquiries, please contact HiPAL at sport_hps@sport.gov.sg

1. OVERVIEW

1.1 About Singapore Sport Institute

We support Singapore's rising athletic stars. We are committed to getting the best for our sportsmen and women of Singapore, promoting sports as a platform for nation building and to provide athletes at all levels with "opportunities of a life-time": We collaborate with NSAs to:

- Drive a national holistic and integrated approach to enable NSAs to systematically identify, develop and optimise the performance of athletes, coaches and officials across the development pathway and
- Put in place a national organisational excellence and sports performance framework to enable NSAs to achieve sustained competitive excellence at the international level.

***"The 21st Century World Class Sport Institute...
Innovator, Thought Leader, Centre of Excellence"***

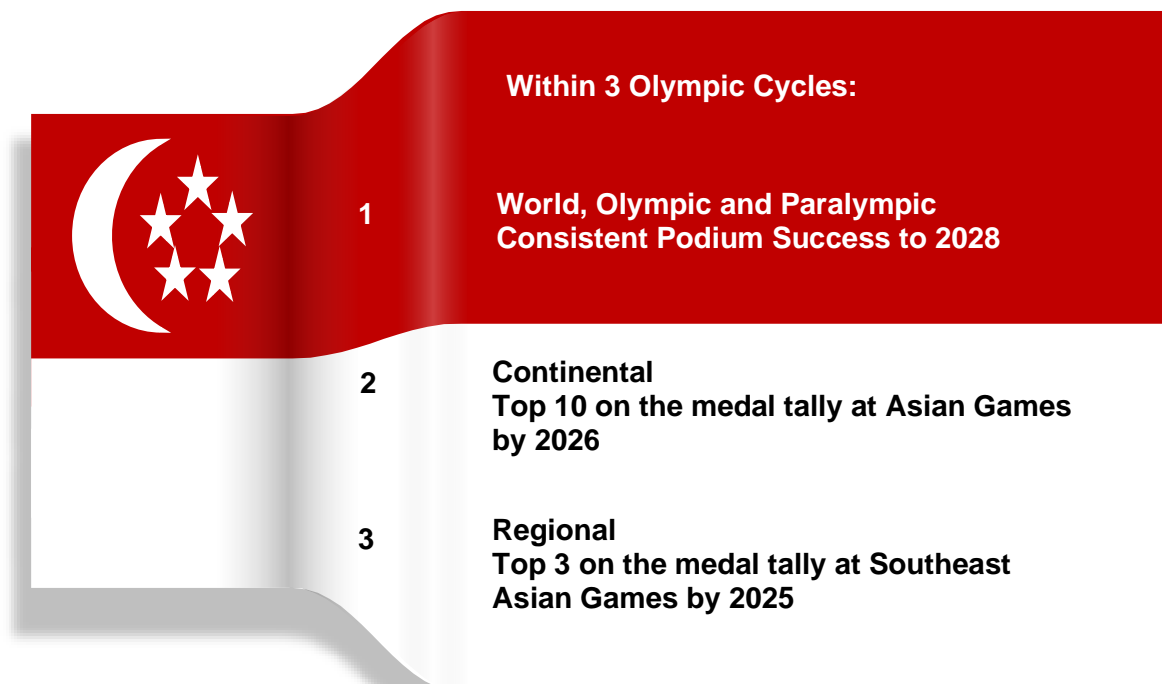
- Chief, SSI

1.2 Singapore High Performance Sports (HPS) System – Vision and Targets

The Singapore HPS System endeavours to be fully behind every TeamSG athlete to support them on their journey of sporting excellence. The SG HPS system aims to develop an

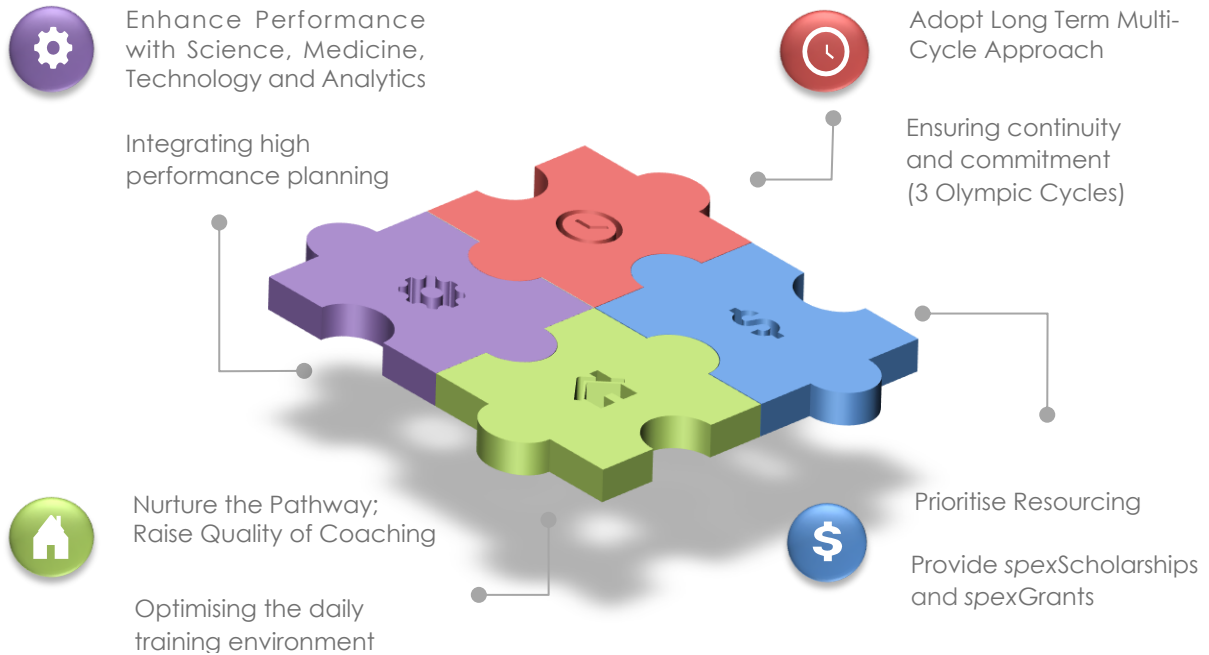
A T H L E T E C E N T R I C

environment that allows each athlete to fulfil their sporting aspirations, inspiring the Singapore Spirit and uniting the Nation.



1. OVERVIEW

1.3 Key Principles of HPS system



1.4 Integrated approach to achieve HPS Vision and Targets



1. OVERVIEW

1.5 Eligibility Criteria for HPS Pathway Support

Nominees for the HPS pathway must be Singapore citizens who are of good character and eligible to represent Singapore in Major Games and/or significant Asian/World Championships that are sanctioned by the respective International Sport Federations.

Consideration for HPS pathway support is based on the profile of the past 12 months' performance/potential to achieve at the Major Games and world level events. Performance is assessed on the athlete's holistic profile and **not** on any single point of achievement during the assessment period. The nominated athletes are evaluated and categorised based on both performances in local and international competitions and commitment:

**Table 1.5 Progressive Support based on Performance and Commitment
(collaboration between SSI, NYSI, SSP and NSAs)**

	Expectations	Athlete Funding	Programme Funding
SSI	<ul style="list-style-type: none"> Benchmarked as having potential to win medals at Asian and/or World and Olympic/Paralympic levels Full-time training load 	<i>spex</i> Scholarship stipend (Athlete training allowance towards the additional costs of competing internationally)	<i>spex</i> Scholarship support for NSAs (Coaching, Overseas Training and Competition (OTC), SSSM, Equipment for <i>spex</i> Scholars)
	<ul style="list-style-type: none"> Specific Major Games benchmarks Full-time training load for campaign period 	The Campaign Programme Support provides additional support to identified non- <i>spex</i> Scholar athletes via a full training load to assist them in their preparations for Major Games.	Campaign Support for NSAs (<u>enhanced</u> coaching, OTC, SSSM, Equipment)
	<ul style="list-style-type: none"> Annual KPIs Plan to achieve KPIs Coach to plan, deliver Daily Training Environment (DTE) and achieve Key Performance Indicators (KPIs) 	Athlete Carding – Enhanced (<i>spex</i> TAG, <i>spex</i> GLOW, <i>spex</i> MEDIC insurance, FPUL support, NS Privileges) Athlete Carding – Basic (<i>spex</i> MEDIC insurance, FPUL support, NS Privileges)	Annual Funding given to NSAs (Coaching, OTC, SSSM, Equipment, National Training Centres, Pathway Development)
NYSI	<ul style="list-style-type: none"> Annual KPIs Plan to achieve KPIs A Coach for DTE and KPIs 	Athlete Carding – Youth (<i>spex</i> MEDIC insurance, FPUL support)	National Youth Coaches and Performance Pathways Managers (PPMs) Campaign support based on youth athlete needs, SMSS
SSP			Education, coaching and competition support for student athletes

1. OVERVIEW

1.6 Support schemes for carded athletes

spexCarding

Support athletes that the National Sporting Associations (NSAs) have selected to contribute to the NSA's high performance sporting goals as documented in their Multi-Year Sports Plan (MYSP). (Refer to *spexCarding* guide for NSAs)

spexTAG

The **T**rainning **A**ssistance **G**rant helps to defray training costs incurred by the athlete. All carded athletes are given *spexTAG* consistent with their carding level. (Refer to *spexCarding* guide for NSAs)

spexMEDIC

All *spexCarded* athletes enjoy sport medicine services provided by SSMC@SSI as well as specialist referrals made by SSMC@SSI sport physicians. In addition, *spexMEDIC* comprises an insurance policy that allows athletes to submit in-patient treatment/surgery claims for accidental sport-related injuries not covered by SSI and/or the SSMC@SSI. The insured amount is up to **\$8,000** per injury per year, subject to the insurer's assessment and final settlement

spexGLOW

The **G**rant for **L**oss of **W**ages provides financial assistance to *spexCarded* athletes who opt to train full-time for up to 12 months in preparation for a Major Games. The grant supports the loss of wages incurred as a result of this commitment during the period of full-time training. The funding amount is to compensate for the loss of wages up to a maximum of **\$3,000** per month for up to **12 months** within a carding year.

spexScholarship

The Sport Excellence Scholarship (*spexScholarship*) provides an enhanced level of support for athletes within the HPS pathway. This include financial and programme support to prepare athletes to excel at the Major Games and Asian/World level events.

2. INFORMATION FOR ATHLETES

2.1 *spexCarding* (Refer to *spexCarding* guide for NSAs)

Yearly Review of *spexCarding*

As a *spexCarded* athlete, you will be required to accept the *spexCarding* Athlete agreement and Sport Specific Agreement, and medical clearance to be eligible for support schemes, sport medicine and sport science services.

2.2 *spexTAG* (Refer to *spexCarding* guide)

How to apply

No application required. *spexCarded* athletes are given *spexTAG* consistent with their *spexCarding* level.

2.3 *spexMEDIC*

To facilitate *spexMEDIC* claims processing, athletes have to :

- Report injury and seek medical consultation at SSMC@SSI within 3 days of injury or within 3 days upon returning to Singapore for overseas injury
- Urgent cases to seek treatment at emergency department of any nearby hospital (*A&E reimbursement is capped at **S\$500 per injury per year***)
- Non urgent cases to call SSMC@SSI (tel: 6500 5450) to arrange appointment.
- Submit original receipts and other supporting documents within 30 days from the invoice date.
- Note that specialist referral must be made by SSMC@SSI sport physicians. Self referral to specialist will NOT be claimable.
- Note that approved claims will take approx. 2 months to be reimbursed through NSAs.

Please contact SSMC@SSI at 65005450 for any further enquiry on *spexMEDIC*.

2.4 *spexGLOW*

How to apply

You must provide the following documents to your NSA:

- Latest 3 months' salary advice (pay slip / IR8A form / CPF statement)
- Letter of support from the employer agreeing to no-pay leave (stating period)

3. SPEX SCHOLARSHIP

3.1 *spex*Scholarship Overview

The Sports Excellence Scholarship (*spex*Scholarship) provides an **enhanced level of support for athletes within the HPS pathway**. This includes financial and programmatic support to prepare athletes to excel at the Major Games and Asian/World level events.

Besides developing the athletes sporting potential, the *spex*Scholarship will also assist athletes in their education, career, and personal development with the aim of developing role models for Singapore's youth and playing leadership roles in their respective communities.

3.2 Aim of *spex*Scholarship

3.2.1 The *spex*Scholarship aims to provide an enhanced level of support for athletes within the HPS pathway to achieve the following objectives:

- i) Identify sporting heroes that will inspire the wider Singaporean community to live better through sport;
- ii) Support athletes who have won medals at Asian, World and Olympic levels through a targeted support system to achieve medals on a consistent basis (sustained competitive excellence);
- iii) Support athletes who have the potential to win medals at Asian, World and Olympic levels through a targeted support system.

3.3 Intent and principles of *spex*Scholarship support

3.3.1 The *spex*Scholarship is intended to be a contribution to the additional costs of meeting the demands of an international athlete. It is unlikely to meet all the costs involved and is not intended to do so. The *spex*Scholarship is intended to achieve the following:

- i) Provide financial support to maintain an average lifestyle whilst pursuing sporting aspirations either as a stipend or training allowance;
- ii) Provide financial assistance to cover additional costs associated with being an international athlete undertaking a fulltime training and competition load;
- iii) Reflect similar levels of funding such as those available to academic scholars;
- iv) Differentiate in the level of support required based on life stages e.g. Student, Working Adult to:
 - a. Allow athletes to see sport as a viable option.
 - b. Maintain athletes in the system for longer (role models).
 - c. Have more athletes training and competing full-time.
 - d. Have athletes progress up the pathway to S2 and thereafter to S1 and deliver medals at OG/PG/WC/AG/APG.

3.3.2 The *spex*Scholarship stipend is a subsistence allowance determined by three factors:

- i) Athlete's lifestyle status (student or full-time athlete);
- ii) Carding Level (assessed annually) and
- iii) Level of performance (assessed annually)

3. SPEX SCHOLARSHIP

3.3.3 The guiding principles for the *spex*Scholarship support are:

- i) No one size fits all;
- ii) Programme drives the budget, not the other way round;
- iii) Programme costs vary from year to year, depending on target event;
- iv) The stipend is incorporated into the *spex*Scholarship Athlete Agreement and
- v) The stipend is paid directly to *spex*Scholars on a monthly basis by SportSG.

3.3.4 The *spex*Scholarship supports talented athletes along the pathway at the following levels:

Levels	Focus
S1	Top 8 in World (Top 25% where <32)
S1P	Potential Top 8 in World, ≤ 4 years (Top 25% where <32)
S2	Top 3 in Asia (Top 10% where <30)
S2P	Potential Top 3 in Asia in ≤ 4 years (Top 10% where <30)
S3	Potential Top 3 in Asia in > 4 years

The *spex*Scholarship offers financial and programme support to prepare athletes to excel at the Major Games and Asian/World level events. Besides developing the athletes sporting potential, the *spex*Scholarship will also assist athletes in their education, career, and personal development with the aim of developing role models for Singapore's youth and playing leadership roles in their respective communities.

3.4 Eligibility Criteria

To be eligible for the *spex*Scholarship, athletes must be:

- ✓ Singapore citizens who are of good character
- ✓ *spex*Carded athletes endorsed by their NSA
- ✓ Demonstrate potential for further development along the HPS Pathway
- ✓ Able to commit to the demands of a full-time training load
- ✓ In medal contention for Major Games and world level events

3. SPEXSCHOLARSHIP

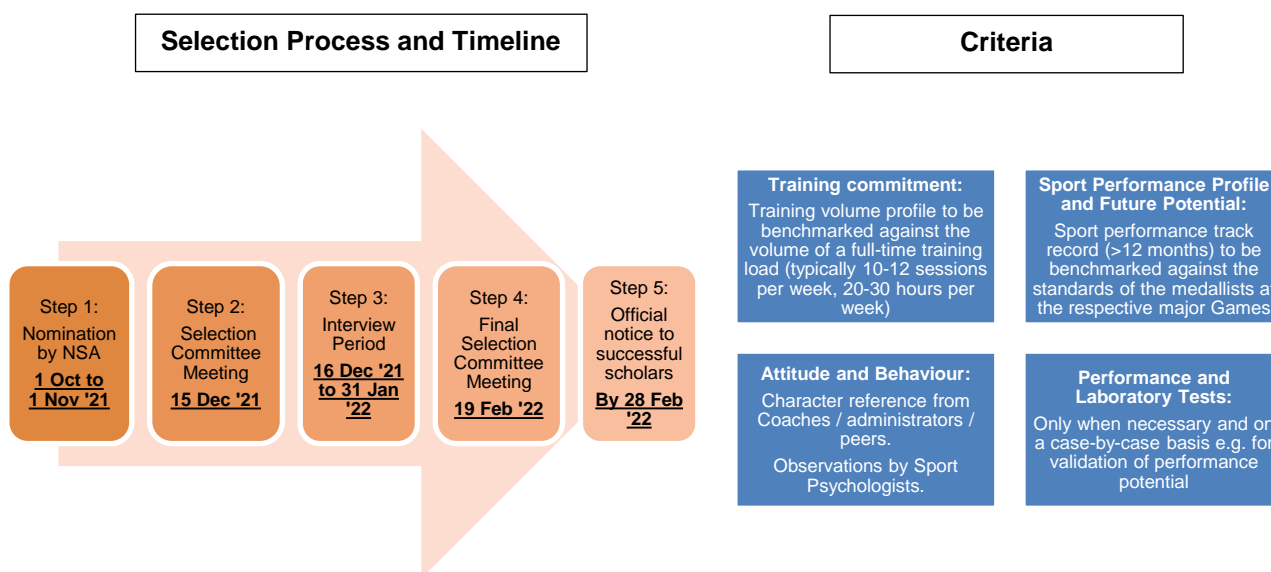
3.5 Nomination and Selection Process

3.5.1 Following the announcement by SSI that the *spex*Scholarship is open for nomination*, NSAs are invited to submit their nominations for consideration.

**Nomination window period will be announced to all NSAs annually.*

3.5.2 All eligible nominations will be evaluated by SSI and potential candidates shortlisted. An Interview Panel made up of a pool of sport specialists from SSI will interview the shortlisted candidates. The Interview Panel's recommendations for inclusion into the *spex*Scholarship Programme will go to a SportSG *spex*Scholarship Selection Committee and then ratified by the High Performance Sport (HPS) Steering Committee.

3.5.3 A consistent criterion (training commitment, sport performance potential, attitude and behaviour, and performance tests) will be used at all stages of assessment throughout the nomination and selection process. It is important that potential *spex*Scholars can commit to a full-time training load (minimum of 20-30 hours of training per week, over 48 weeks of the year) and prioritise their sporting commitments at least equal to or above other commitments for the time that they are *spex*Scholars. Further details of the selection process, criteria and timeline are as follows:



3.5.4 All nominated athletes will be informed of the outcome of their *spex*Scholarship application by 28 Feb 2022. Successful applicants will receive an in-principle letter of offer from HiPAL, SSI. The HPS Steering Committee will formally announce the successful *spex*Scholarship recipients prior to these athletes being invited to commence the *spex*Scholarship Programme on **1 Apr 2022**. (Details of obligations can be found in FAQs).

3. SPEX SCHOLARSHIP

3.6 How to Nominate

Nomination and Application Process		Key Dates
Step 1	<p>Athlete shall inform the NSA that he/she wishes to be nominated for the <i>spex</i>Scholarship.</p> <p>NSA shall log in to SportSync and send an invite to Athlete to start the application process.</p>	From 1 Oct 2021 onwards
Step 2	<p>Athlete shall log in to SportSync and accept the invite.</p> <p>Athlete shall fill in the required information and update his/her profile with sporting achievements in the last 12 months.</p> <p>Athlete shall accept the declaration in SportSync, and inform the NSA that he/she has updated his application.</p>	By 15 Oct 2021, 6.00pm
Step 3	<p>NSA shall log in to SportSync and click on “Apply <i>spex</i>Scholarship”.</p> <p>NSA is required to verify the Athlete’s submission such as Training Hours and Sporting Goals; select the relevant achievements of the Athlete; and provide an assessment of the Athlete’s Targets and Potential. Complete the NSA Readiness Assessment.</p> <p>NSA can supplement the Athlete’s application by uploading relevant supporting documents into SportSync.</p> <p>NSA shall upload the completed Coach Evaluation Assessment (completed offline) into SportSync. This is a compulsory supporting document for the nomination.</p> <p>Once ready to send the nomination, NSA shall click on “Submit Application”.</p>	By 1 Nov 2021, 6.00pm
Step 4	<p>If there are multiple nominations from the sport, NSA shall prepare a ranking list of all the applicants, starting with the Athlete with the strongest performance profile, and email it to your SSI Sport Performance Manager.</p>	By 1 Nov 2021, 6.00pm

3.6.1 Nominations from NSAs for *spex*Scholarship can only be submitted via SportSync (<https://www.sportsync.sg>). Late and/or incomplete submissions will not be accepted.

3. SPEXSCHOLARSHIP

3.7 spexScholarship Packages

- 3.7.1 There are two packages offered to provide the flexibility needed to cater to different needs and circumstances of athletes.
- 3.7.2 The local-based scholarship forms the main bulk of scholars. The programme support package is offered to candidates who may not fit into the criteria or support model of the local-based scholarship.
- 3.7.3 The type of package offered would be discussed in detail at the offer stage (if your nomination is successful) based on the athlete’s circumstances. Table 3.7 gives a broad description of the type of support offered under each scholarship package:

Table 3.7 spexScholarship Packages Offered

	Package 1	Package 2
Areas of Support	Local-Based	Programme Support
Monthly Stipend (Direct funding to athletes)	✓	x
Flexible Education, Career and Personal Development Support	✓	✓
Coaching, Training, Competition and Equipment Support	✓	✓

3. SPEX SCHOLARSHIP

3.8 spexScholarship Support

3.8.1 The mainstream scholarship (i.e. local-based) will provide spexScholars with the following support:

- A monthly stipend to sustain a full-time training load (payable direct to the athlete);
- Financial support to cover the costs of coaching, training and competition, equipment; and
- Education, career and personal development support.

3.8.2 Table 3.8 gives an overview of the types of support available to spexScholars. While the duration of the spexScholarship is tied to the Games-cycle (also the carding cycle) of the respective carding level, it is subject to review against set performance targets (see FAQ #3):

Table 3.8 spexScholars Support Schemes

spexScholarship Carding	spexScholar stipend	Training, Competition, Coach and Equipment	spexMEDIC	National Service Privileges	Sport Science and Sport Medicine
S1 (Top 8 World)	Monthly	Available	Insurance with a capped amount per injury	Emplacement on SAF or Home Team Sportsmen Schemes	Full support - SSI/NYSI/NSA
S1P (Potential Top 8 World, <4 yrs)					
S2 (Top 3 Asia)					
S2P (Potential Top 3 Asia <4 yrs)					
S3 (Potential Top 3 Asia, >4 yrs)					
			Sport Medicine Consultation	General support for those not emplaced with lower quota of Full-Pay Unrecorded Leave (FPUL)	
			Physiotherapy supported by SSI/NYSI		

Note:

- spexScholars are not eligible for spexTAG and spexGLOW.
- spexScholars on the programmatic support scheme will not receive any stipend.
- The amount for monthly stipend is based on an athletes' life status, carding level and performance profile.

3.9 Enquiries

3.9.1 For enquiries on spexScholarship, please contact HiPAL at sport_hps@sport.gov.sg

4. INFORMATION FOR NSA

4.1 *spexCarding*

As the organisation nominating the athletes for *spexCarding*, the NSA is responsible for:

- Managing and monitoring the development of your athletes
- Reminding your athletes of their responsibilities for being part of the *spexCarded* HPS pathway
- Ensuring that your *spexCarded* athletes adhere to their training and competition plans and the terms stated in the *spexCarding* Athlete Agreement
- Taking corrective actions to address any major changes to your *spexCarded* athletes training and competition plans, as part of the role in monitoring the development

4.2 *spexTAG*

The NSA is responsible for:

- Monitoring the athletes' attendance and disbursement of grants to your *spexCarded* athletes
- Providing proof of disbursement to SportSG in the *spexTAG* disbursement report

4.3 *spexMEDIC*

To facilitate *spexMEDIC* claims processing, athletes have to :

- Report injury and seek medical consultation at SSMC@SSI within 3 days of injury or within 3 days upon returning to Singapore for overseas injury
- Urgent cases to seek treatment at emergency department of any nearby hospital (*A&E reimbursement is capped at **S\$500 per injury per year***)
- Non urgent cases to call SSMC@SSI (tel: 6500 5450) to arrange appointment.
- Submit original receipts and other supporting documents within 30 days from the invoice date.
- Note that specialist referral must be made by SSMC@SSI sport physicians. Self referral to specialist will NOT be claimable.
- Note that approved claims will take approx. 2 months to be reimbursed through NSAs.

Please contact SSMC@SSI at 65005450 for any further enquiry on *spexMEDIC*.

4.4 *spexGLOW*

- To apply for *spexGLOW*, the NSA must submit the following to SportSG on behalf of the athlete:
 - *spexGLOW* application form
 - Latest 3 months' salary advice (e.g. pay slip, IR8A form, CPF statement)
 - Letter of support from the employer agreeing to no-pay leave (stating period)
 - Annual Training Plan
- SportSG reserves the right to reject any application in which the terms and conditions are not met or is incomplete. Applications must be made before the athletes go for training or major games. Any applications received after the athlete has gone for training or major games will not be considered. *spexGLOW* support will not commence until the application is approved by SportSG and all the required documentation has been provided.

5. SSI SERVICE DELIVERY MODEL

5.1 SSI Service delivery model

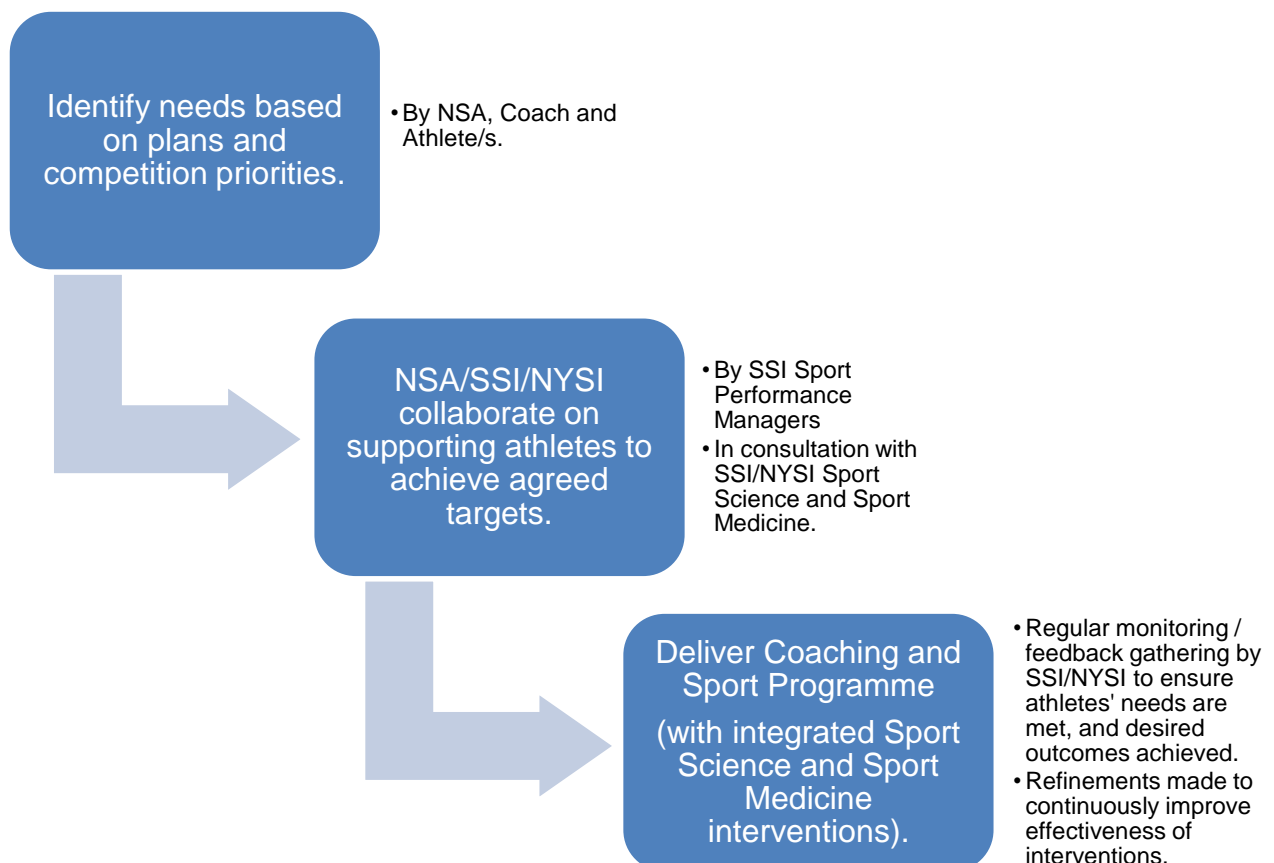
The SSI service model centres around integrating Sport Science and Sport Medicine services with the coaching and training programmes of the athlete. It involves the SSI and NYSI teams working closely alongside the NSA and sport coach to:

- **Undertake needs analysis**, which forms the basis of all interventions allowing SSI to identify and evaluate the needs of the athlete and coach
- **Design athlete and sport-specific programmes** that will address the particular needs of the athlete, team and sport
- **Create integrated periodisation plans** to ensure effective integration of Sport Science and Sport Medicine interventions with the coaching and sports programme

Regular tracking of the athletes' performance is required to ensure that the intervention programmes are delivering maximum sporting performance/outcomes and, where necessary, refinements are made to the periodisation plan, interventions and/or inputs from specialists.

Figure 5.1 shows an overview of the process from the point of the NSA requesting service support through to programme implementation and tracking:

Fig. 5.1 SSI Service Delivery Model



6. RELEVANT SSI DIVISIONS & ORGS

6.1 High Performance and Athlete Life (HiPAL) Division

6.1.1 Partnership Development Teams

The purpose of the Partnership Development Teams is:

- To enhance the capacity of the Singapore high performance sporting system
- To work collaboratively with NSAs and various SSI departments to develop high quality, effective performance plans and strategies
To create long term sustainability and repeatable results at the highest international level

The role of the Partnership Development Teams is:

- Identify and oversee athletes' developments, both in training and competition, and track their progress to ensure they receive the appropriate support
- Work with NSAs and SSI departments to achieve agreed key performance indicators and to facilitate the alignment of planning practices across the sector to ensure a focus on athletes' pathway
- Manage budgets and scholarships
- Provide professional consultancy, support and direction to the NSAs to achieve team outcome
- Proactively assist and develop solutions to high performance matters
- Negotiate and manage performance agreements between the SSI and NSAs
- Monitor and evaluate the high performance plans and investments vis-a-vis agreed outcomes and key drivers of performance
- Utilise evidence-based research, analysis, knowledge sharing, dissemination of good practices and other tools to provide professional consultancy, direction and resources to support national sporting organisation in effective performance management

6. RELEVANT SSI DIVISIONS

6.1.2 Athlete Life

The purpose of the Athlete Life Team is ‘Empowering Athletes for Significance’. Athlete Life seeks to integrate sports performance with the social, personal and professional development of the athlete. The aim is to develop the athlete holistically through concurrent development in education, career and personal dimensions alongside the pursuit of high performance sports. Details of the suite of services available can be found below:

Education Development (spexEducation)	<p><u>Athlete Life Coaching</u> Athlete Life Coaching (ALC) facilitates athletes to develop holistically – such that they achieve their highest sporting goals <u>and</u> education, career and life goals. Proactive planning of education, work opportunities and long-term career helps athletes remain longer in their sport, achieve their best sporting performances and assures them of a secure post-sport career.</p> <p><u>Counselling and Admission Support</u> Profiling and coaching for admission interviews, referrals for school admissions and endorsement letters for scholarships.</p> <p><u>Academic Flexibility</u> Partnerships with Institutes of Higher Learning (IHLs) to provide alternative academic scheduling and alternative learning and assessment modes / arrangements.</p> <p><u>Studentship Support</u> Collaborations with IHLs to help athletes meet academic performance targets through providing academic tutoring, increasing awareness of individual learning styles, and developing study skills.</p>
Career Development (spexBusiness)	<p><u>Career Counselling and Planning</u> Career counselling, job placement, assistance with transition into workforce.</p> <p><u>Workforce Readiness</u> Job skills training, opportunities for work experience, networking opportunities.</p> <p><u>Workplace Flexibility</u> Partnerships with industry employers to provide flexible work arrangements such as alternative working schedules, job structuring, and flexible working locations.</p> <p><u>Workplace Support</u> Collaborations with industry partners to help athletes meet work performance targets through providing career counseling, work mentoring, and job up-skilling opportunities.</p>
Personal Development	<p><u>Life Skills Development</u> Workshops on intra-personal and inter-personal development.</p> <p><u>Inspiring Team Singapore Identity and Culture</u> Opportunities for athletes to raise awareness, sensibilities and understanding of their role in inspiring the community as Athlete Ambassadors and being stewards of the cherished and growing legacy of Team Singapore.</p>

For enquiries, please visit the Athletes’ Centre located at SSI Level 1 or contact:

- **spexBusiness:**
Bernard Lim: bernard_di_lim@sport.gov.sg / Apple Tan: apple_tan@sport.gov.sg
- **spexEducation:**
Beena Doshi: beena_doshi@sport.gov.sg / Zulhimi: zulhimi_karim@sport.gov.sg

6. RELEVANT SSI DIVISIONS

6.2 Sport Science and Sport Medicine

The Sport Science and Sport Medicine team seeks to help talented athletes optimise their performance through direct application of leading-edge science, performance testing and monitoring, applied research and education. The sport science support is based on the yearly training and competition plan of the athletes and the needs identified by the coaches and scientists.

6.2.1 Sport Science Services

- i) Physiology
 - Identify and quantify the physical and physiological attributes that contribute to performance in each sport
 - Evaluate cardiorespiratory, neuromuscular, hormonal, biochemical and performance variables
 - Quantify performance demands of various sports and activities
 - Monitor training load and identify the implications for training interventions
 - Prescribe auxiliary training (e.g., hypoxic, heat) to augment adaptation and performance
 - Research into accelerating recovery and optimising performance
- ii) Strength and Conditioning
 - Develop athletes to improve physical function and athletic performance
 - Design sport-specific programs that address the individual needs of athletes
 - Support training in the areas of speed, agility, endurance, strength, stability, flexibility, injury prevention, management and rehabilitation
 - Measure and monitor athletes' strength and functional performance
- iii) Nutrition
 - Individual dietary consultation to assess eating patterns and important nutrition issues
 - Advice on dietary products and strategies to enhance sporting performance (nutrient deficiencies, weight management, recovery from training sessions, travel nutrition competition eating plans, etc.)
 - Develop practical-skills (cooking skills, understanding food labels and menu planning)
 - Group education
 - Provide nutrition-related informational materials
- iv) Biomechanics
 - Quantify and understand movement demands unique to each sport (e.g., 2D cameras, high speed cameras, 3D motion capture systems, force platforms, inertial measurement systems, speed guns, electromyography, pressure distribution systems, augmented reality, etc.) for optimisation of sport-specific skilled action and injury prevention
 - Analyse performance using notational and statistical analysis for strategic and tactical optimisation during training and competition
 - Research and develop new equipment, optimise existing equipment, develop new training methods or enhance existing training methods
- v) Psychology
 - Individual psychological assessment and counselling
 - Equip athletes with the understanding of their psychological functioning
 - Enable athletes to implement a range of psychological strategies to thrive under pressure
 - Create productive and cohesive team environment
 - Group education
 - Provide psychology-related informational materials

6. RELEVANT SSI DIVISIONS

6.2.2 Sport Medicine Services

SportSG partners Changi General Hospital and SingHealth in running the SSMC@SSI.

The SSMC@SSI focuses on the diagnosis and treatment of sport injuries associated with national training and competition. It serves to provide comprehensive and quality care to help athletes return to their desired activities as soon as possible.

- i) Medical Services
 - Musculoskeletal screening
 - Management of acute and chronic musculoskeletal injuries
 - Medical clearance
- ii) Sport Physiotherapy
 - Evidence-based sport physiotherapy treatment
 - Medical coverage during Major Games and competitions
 - Sport-specific injury prevention and performance enhancement programmes
- iii) Sport Massage
 - Sport massage is prescribed based on training phase
- iv) Rehabilitation Services
 - Sport-specific rehabilitation programmes to facilitate safe return to sport
 - Education for athletes and coaches on injury prevention and management
- v) Podiatry
 - Customised orthotics for athletes

6.3 National Youth Sport Institute (NYSI)

Launched in November 2015, the NYSI is a youth-centric sporting organisation that aims to value-add and positively impact the Singapore youth sports ecosystem. Initiated by the Ministry of Culture, Community and Youth, NYSI works closely with the Singapore Sports School and Singapore Sports Institute to drive youth sports development through the 4 functional areas of Talent Identification and Development, Youth Coaching, Sports Science and Athlete Life Management.

NYSI is a centre of excellence with a mission to develop high performing student-athletes in Singapore and further enhance standards of youth athletes in the sport ecosystem. With bases at the Singapore Sports Hub and Singapore Sports School, NYSI's dynamic team of experts create a unique environment where each and every student-athlete can reach their full potential. Comprising coaches, sports scientists, athlete mentors and administrators, the team employs innovative and evidence based solutions to maximise student-athlete development. We also reach out to various sports community in Singapore to provide learning and development opportunities for anyone who shares our passion for youth sport. We believe in building an environment for youths to realise their sporting dreams and potential.

NYSI builds on the Singapore Sports School's capabilities in developing student-athletes by extending specialised support to high-performing student-athletes across all Singapore schools. NYSI achieves this via four key functional areas of Youth Coaching, Sports Science, Athlete Life Management and Talent Identification.

6. RELEVANT SSI DIVISIONS

6.4 Singapore Sports School (SSP)

Singapore Sports School is the only education institution in Singapore that offers a sport-focused education in a world-class environment for aspiring student-athletes who aim to be Singapore's sport champions. We deliver an integrated sport, academic and character development programme that maximises the sporting potential of student-athletes, while enabling them to achieve their academic aspirations and build character. Sports School's all-rounded education and athlete-friendly support gives student-athletes a solid foundation for a good future and nurtures them to become *Learned Champions With Character®*.

7. FAQs - SPEXSCHOLARSHIP

1. Can I receive *spexCarding* and *spexScholarship* support simultaneously?

No, you can only be supported through one mechanism. An athlete that is awarded the *spexScholarship* will still be carded.

2. Are team sports and disability athletes eligible for the *spexScholarship*?

Yes, athletes within team and disability athletes are eligible to apply for the scholarship. In sports where a pair is required, (e.g. a double handed boat in sailing), both athletes will need to apply.

3. How will my scholarship be affected if my performance improves or declines?

The HPS Programme allows for you to “move up and down” the pathway when your sports performance shows a sustained change over a period of 6-12 months.

Athletes showing a sustained increase or decrease in performance may be moved up or down the structure accordingly. In the case of decreased performance every effort will be made to identify and diagnose the issues affecting sports performance early such that necessary support can be provided.

If this is still not successful (over a 3 to 6-month period) you may be moved to a lower tier or exit the scheme (with support offered to transit back into education/career).

4. What obligations must I adhere to under the *spexScholarship*?

In addition to adhering to the prescribed training and competition plans, you are expected to embrace the principles and values of sportsmanship and to be a role model to fellow Singaporeans.

You are also required to engage in community activities to ensure the value of the scholarship program impacts the community.

Full details of obligations and expectations will be detailed in the *spexScholarship* Athlete Agreement, which is a tripartite agreement between you (the athlete), NSA and SportSG.

5. As a *spexScholar* will I continue under my current coach and/or squad?

Not necessarily - the objective is to provide world class support which may, therefore, require some changes to your current programme. (E.g. Perhaps it could mean having a dedicated coach, or access to overseas training etc.)

6. If I get injured during training or competition, how would this affect my scholarship?

You will continue to be supported during the period of rehabilitation. For injuries that cause a discontinuation in sport participation, support will continue for 6 months while SSI assists you to transit to an alternative career or back to non-scholar status with a possible extension for another 6 months on a case-by-case basis.

7. If I receive the *spexScholarship*, can I use the stipend to pay for my school fees, school materials or purchase other equipment?

Yes, you may use the stipends to pay for the above-mentioned items.

7. FAQs - SPEXSCHOLARSHIP

8. If I am selected for the *spex*Scholarship programme, how will SSI assist with my career and education development?

SSI believes in developing athletes holistically in terms of sport, career, education and character development. As a *spex*Scholar, you will be assigned to an athlete life coach from the SSI Athlete Life Team who will help you to develop a customised athlete life plan to enable this holistic development.

For further details of this programme, please visit the Athletes' Centre located within the Medical Centre reception of SSI.

9. Will my academic results be considered when evaluating my nomination and if I am selected, will my academic costs be covered?

Selection is based on the criteria detailed in Section 3.4 which does not include your academic results. Academic costs will not be covered under the *spex*Scholarship.

10. If I receive the *spex*Scholarship, am I liable to pay tax?

Any stipend you receive may be deemed taxable and it is your responsibility to declare your annual income to IRAS (<http://www.iras.gov.sg>).

11. If I receive the *spex*Scholarship, is the stipend subject to CPF?

The stipend is a training allowance and not a salary and, therefore, is not subject to CPF.

12. If I am thinking of studying overseas, are there any special considerations I should take note of?

Yes. Each educational institution has its own requirements; in particular, please do take note of the National Collegiate Athletic Association by-laws which pertain to athletes competing in NCAA programmes in US universities and colleges. For further clarification and information, please contact your NSA or the SSI Sport Performance Manager/*spex*Education staff.

13. If I am currently receiving or will receive sponsorship and/or another scholarship can I still apply for the *spex*Scholarship?

Yes, you may still apply. Do note that it is important that you provide full details of all such sponsorships or scholarships in your nomination form. Generally, athletes receiving other scholarship(s) would only be considered for programme support but this would be discussed in detail at the offer stage (if your nomination is successful) based on your circumstances.