

TALENT IDENTIFICATION

5.11

Rationale

1 This policy has been developed to provide clear directions and corporate effort in regard to talent identification. It is applicable to all Orienteering Australia committees and to State Associations and affiliated clubs.

2 The responsibility for talent identification falls to all sectors of OA. Schools will play a major role in helping promote the sport and uncovering new talent but clubs and state associations must supply assistance in the form of both human and material resources.

Aspects of the Policy

3 It is necessary for OA to develop and oversee the implementation of a three fold approach to talent identification - including sports science, coaching and competition.

4 Sports science provides input through testing and specialised data base recruiting. There are four proposed levels of sophistication in this approach beginning with the Sport Search Aussie Sport computer program, and building on this with more advanced instruments for selection of talent and monitoring progress.

5 Coaching should also be focussed at four levels from target school programs, to development clinics, to junior talent squads to national junior squad programs.

6 Competition also helps by providing performance incentives for talent, helping the aspiring young orienteer to set goals or performance targets. Competition will also help uncover talent. Most recruiting outside orienteering schools will come through this avenue.

Talent Target Group

- 7 The target group is those young athletes who:
- a) show spontaneous enjoyment of the sport on the first/second contact;
 - b) have a keen interest in maps, and relate quickly to maps in the field;
 - c) show outstanding potential in activities/subjects that require problem solving, concentration and perseverance;
 - d) combine this with recognised aerobic ability/aptitude evident by performance in specific tests or in cross country, long or middle distance track running;
 - e) are enthusiastic about outdoor pursuits and enjoy being in the bush; and
 - f) have come through club/school orienteering programs as high achievers.

School and School Committees' Responsibilities

- 8 The School and School Committees' responsibilities are:
- a) Conduct school based programs and make use of Sport Search to encourage interest in orienteering.
 - b) Conduct inter-school events/championships to encourage the talented to compete and also help to identify talent.
 - c) Encourage the involvement of parents of potential talented orienteers.
 - d) Provide information, magazines and books for access by potential talented orienteers.

- e) Liaise with School Development Officers and junior training group conveners to encourage the potential talented orienteers to participate.
- f) Build a network of orienteering teachers to share information and resources.

Club Responsibilities

- 9 The Club responsibilities are:
- a) Appoint a club coach who is to look out for talent and who will encourage talent development.
 - b) Appoint a schools liaison officer whose charter includes talent identification and target school program development.
 - c) Conduct development clinics for promising juniors.
 - d) Encourage the development of a strong social network for keen juniors at club level.
 - e) Discourage promising juniors from undertaking advanced courses before they have adequate experience or maturity (ie foster success and avoid failure).

State Association Responsibilities

- 10 The State Association responsibilities are:
- a) Appoint a Schools Development Officer with the help of government funding or private sponsorship.
 - b) Organise a State Junior Squad (M/W 15-20) with a well qualified coach.
 - c) Organise extended training groups or talent squads to pick up on keen orienteers not yet qualified or old enough for the official Junior Squad.
 - d) Arrange development clinics and training camps in conjunction with clubs.
 - e) Promote social activities to bind together squad and training group members.
 - f) Conduct fund raising and seek sponsorship to support talented juniors.
 - g) Recruit promising talent at target schools and through the use of specialised sports testing programs.
 - h) Arrange clinics for teachers in the use of talent testing programs and in orienteering coaching (eg elements of Level 1 courses).

Orienteering Australia Responsibilities

- 11 Orienteering Australia's responsibilities are:
- a) Publicise and support these policy directions.
 - b) Maintain the National Junior Development and National Junior Squads and training camp program under a highly qualified coaches.
 - c) Develop advanced specialised testing instruments for use in recruitment and for monitoring the progress of young orienteers.
 - d) Develop and help finance specialised physiological testing and performance monitoring for members of National Junior Development and National Junior Squads.
 - e) Select talented juniors for the National Junior Development and National Junior Squads and to represent Australia at JWOC, APOC and AUS/NZL Challenges.

March 2008