

Long Term Athlete Development 2025 Committee Report

What is Long Term Athlete Development?

“Long Term Athlete Development for skydiving is an important first step in placing Canada among the top skydiving nations. What we need to address is a systematic approach to growing our sport at all levels to maximize the experience from the first jump to the international podium. Now is the opportunity to build upon our solid foundation and successes. Think about our strengths, our weaknesses and visualize a stronger association with everyone working together in a coordinated effort for the benefit of all.” ~ Flight Plan

The Key Benefits of LTAD are:

- ✓ Increased retention of participants
- ✓ Coaches will have clear and effective progression programs in all competitive disciplines and recreational areas of skydiving
- ✓ Clubs, committees, national and provincial associations, coaches, officials, athletes ~ will see where they fit, what their role is with the understanding of what they need to do
- ✓ Enables athletes to achieve their full potential
- ✓ LTAD is the framework for all aspects of our sport and a collaborative effort is essential. Whether a participant is a competitor, recreational skydiver, coach, official, drop-zone operator or other skydiving supporter, LTAD will enhance and facilitate the growth and potential of each.

The Committee Going into 2025:

Allison Cooney (Chair)
Richard Bisson
Mélanie Guérin
Shannon Mason
Wade Thoreson

The LTAD Committee is looking for two (2) more individuals to join the committee. We are looking for individuals passionate about the development of our sport and the stakeholders within CSPA.

LTAD 2024 Highlights:

The LTAD Committee started 2024 with very ambitious goals to achieve. We are pleased to have accomplished many imperative objectives to support the continued progression within our organization, including but not limited to:

- ✓ Evaluated the existing Athlete Development Funding guidelines in collaboration with the Women’s Initiative Committee (WIC) for areas of opportunity and maximum funding distribution for Canadians in our sport. Changes included, but were not limited to:
 - To promote CSPA registered participants to stay Active for Life by being involved in any skydiving discipline with a focus on safety and skill progression (Flight Plan Stage 7)

- To provide an opportunity for CSPA registered participants to develop skills which promote the safe progression in the sport of skydiving (Flight Plan Stage 3)
 - Providing funding opportunities to disciplines/skills camps not recognized at a competitive level (i.e. big ways, world records, angle flying, etc.)
 - Implementation of a “wait list” to maximize the distribution of funding in the event that not all funds were utilized as initially approved
- ✓ Based on the dropzone owner survey analysis in 2023, key areas of opportunity were identified. This included the need for a deeper understanding of CSPA as a whole. LTAD embarked on the task of compiling a Comparative SWOT Analysis. A comparative SWOT Analysis is a strategic planning tool used to evaluate the Strengths, Weaknesses, Opportunities, and Threats (SWOT) of different organizations, projects, or initiatives side by side. This method allows for a direct comparison, highlighting areas of competitive advantage and potential challenges. For this analysis, the LTAD Committee collected data through researching documentation from the Canadian Sport Parachuting Association (CSPA), United States Parachute Association (USPA), British Skydiving, and the Australian Parachute Federation (APF). Quantitative and qualitative data was additionally gathered from surveys and round table discussions involving key stakeholders in the Canadian skydiving industry. The insights gathered were meticulously analyzed to identify common themes and differences, providing a comprehensive overview of the current landscape and the information required to support future strategic decisions and action planning within CSPA.
 - ✓ In 2023, a need for action was identified in the AIM Safety Management System to mitigate risk specific to tracking and angle skydiving. As a result, the LTAD committee collaborated with discipline experts to create and implement the *CSPA Movement (Track & Angle) Ground Briefing and Skill Progression Reference Guide*. The goal of this document is to provide Dropzone Owners (DZOs) and Dropzone Safety Officers (DZSOs) an educational resource to assist them in implementing and assessing their specific guidelines surrounding Movement flying within their operations. It is also the goal that CSPA coaches can utilize the document to better understand the different aspects of safety that are unique to Movement flying and to assist them in the continued education for novice jumpers. Additionally, it is the hope that skydivers themselves utilize the document when assessing their personal skill level and decision-making process as it relates to progression in Movement flying. This educational document can be found on the CSPA website: <https://www.cspa.ca/en/safety-and-educational-resources>
 - ✓ LTAD hosted a Member (DZO/Schools) Round Table Discussion in November 2024. The information gathered was valuable to ensure a collaborative approach to better support all stakeholders within our skydiving community. Based on the feedback provided, the

LTAD Committee plans to take the next steps in assessing areas of opportunity to create tangible action plans. The round table discussion summary was emailed to all DZOs in December 2024.

- ✓ As part of our ongoing efforts to enhance LTAD initiatives and programs, the LTAD Committee surveyed CSPA coaches and instructors in November 2024. We sincerely thank everyone who participated in this survey. The survey was distributed to approximately 320 current CSPA coaches and instructors, with 71 responses received (22% response rate). Based on the feedback provided, the LTAD Committee plans to take the next steps in assessing areas of opportunity to create tangible action plans which will include future round table discussions planned in 2025. The finalized summary of the findings was emailed to all coaches and instructors at the end of January 2025.

2024 In A Glance: Funding

- ✓ Overall LTAD finished the 2024 calendar year \$5,316.83 below the forecasted budget.
- ✓ The main impact of being below budget was due to the budgeted funding from LTAD to support two (2) Tunnel Skills Camps which were unable to transpire in 2024. However, one (1) camp is expected to take place as planned in 2025.
- ✓ The CSPA LTAD Funding budget was set at \$7,500 and we were very pleased to report a funding distribution totaling \$6,911. Funding was distributed to many individuals, teams, and camps across multiple disciplines. Notably, this has been the largest distribution of LTAD funding, which we feel is accredited with the changes made in the funding processes, as well as, continued education efforts specific to funding opportunities.

2025 LTAD Action Plans

- ✓ Continue to evaluate the existing Athlete Development Funding guidelines for areas of opportunity and maximum funding distribution.
- ✓ Improve educational communication through existing Social Media platforms covering a variety of topics for all stakeholders
- ✓ Continue education surrounding Flight Plan and the benefits of incorporating the program in every aspect of skydiving!
- ✓ Attendance at the Sport for Life Summit in Ottawa in January 2025
- ✓ Research for additional funding and grant opportunities for CSPA
- ✓ Continue to research the needs and feedback of all stakeholders via email distribution of questionnaires and scheduled meetings
- ✓ Develop and implement seminars for all stakeholders
- ✓ Collaboration with T&SC regarding SMS processes & procedures
- ✓ Collaboration with CNTC regarding continued development of competition within Canada

2025 LTAD Special Projects

- ✓ The LTAD Committee is excited to announce the creation of a magazine aimed at new skydivers. Inspired by similar publications from USPA and British Skydiving, this yearly magazine is designed to complement, not replace, CanPara. It will serve as a resource for dropzone operators, coaches, and instructors to offer individuals interested in learning more about skydiving, the CSPA, and progression in the sport. We look to launch the magazine by the beginning of April for the 2025 season!
- ✓ The post-SWOT analysis implementation process requires a structured, comprehensive approach that moves from detailed analysis through strategic planning to practical implementation. Success depends on strong leadership commitment, clear communication, adequate resource allocation, and monitoring systems. The LTAD Committee intends to maintain focus on both immediate improvements and long-term sustainability, which can transform the SWOT analysis insights into lasting competitive advantages and operational improvements. This systematic approach ensures that the investment in SWOT analysis yields tangible benefits and contributes to ongoing organizational success for all stakeholders.
- ✓ LTAD will begin to create a resource list for DZOs to find Federal and Provincial grants and/or funding loans to support athlete development at the local level.
- ✓ In collaboration with CWC, we look to continue to enhance the *CSPA Movement (Track & Angle) Ground Briefing and Skill Progression Reference Guide* in stages with the goal of a fully developed endorsement program and implementation of this discipline recognized within the existing Coach 3 framework.
- ✓ In collaboration with the CSPA Board of Directors and all CSPA Committees, the LTAD Committee looks to act on the development of an Organizational Safety Management System (SMS). An Organizational SMS in skydiving organizations is a structured approach to managing safety risks associated with skydiving operations. It involves the implementation of policies, procedures, and processes to identify, assess, and control safety hazards. The main components of an SMS in this context are:
 - Safety Policy and Objectives
 - Safety Risk Management
 - Safety Assurance
 - Safety Promotion

“Success is no accident. It is hard work, perseverance, learning, studying, sacrifice and most of all, love of what you are doing or learning to do.” ~ Pelé

Regards,
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Long Term Athlete Development (LTAD) Chair
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