

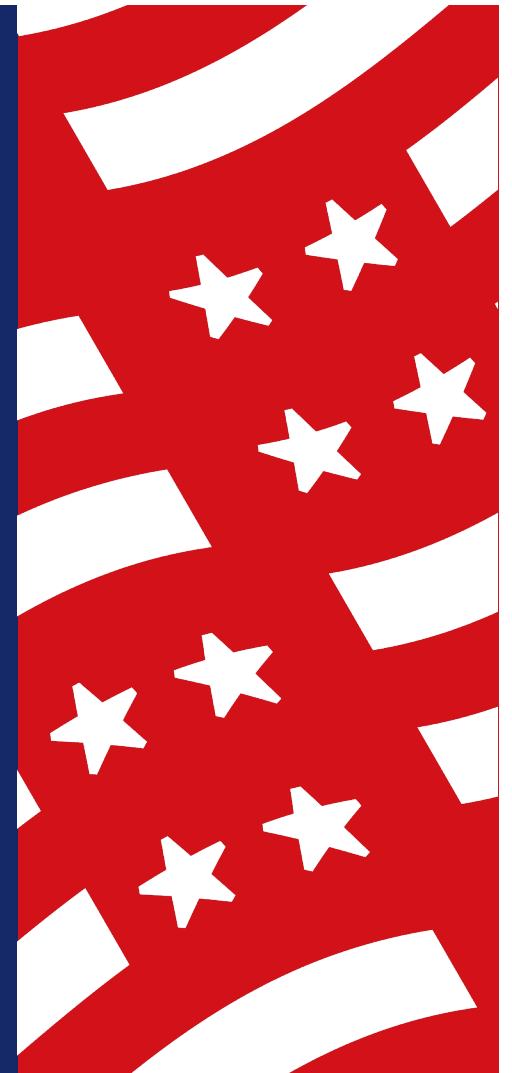
TEAM USA ONE FOR ALL

PATHWAYS TO PERFORMANCE:

**EXPLORING PARALYMPIC SPORT
PATHWAYS, ATHLETE IDENTIFICATION AND
RECRUITMENT, AND TALENT TRANSFER
OPPORTUNITIES**

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SESSION AGENDA

- ★ INTRODUCTIONS
- ★ STRUCTURE
- ★ HIGH PERFORMANCE PATHWAYS
- ★ ATHLETE IDENTIFICATION
- ★ TALENT TRANSFER
- ★ RESOURCES
- ★ QUESTIONS?



OUR STRUCTURE

UNITED STATES OLYMPIC & PARALYMPIC COMMITTEE

SPORT AND ATHLETE SERVICES

OLYMPIC & PARALYMPIC SPORT

PERFORMANCE PATHWAYS, INNOVATION, AND COACHING

PERFORMANCE INNOVATION

Harness the power of data-informed decision-making, technological advancement, and positive disruption to deliver novel insights and solidify competitive advantages in support of Team USA's drive for success at the Olympic and Paralympic Games.

FOCUS AREAS

Performance Innovation
Performance Analytics

HIGH PERFORMANCE PATHWAYS

Mobilize and empower partners to construct and implement strategies to safeguard and strengthen the most critical systems supporting athlete and coach advancement through the Team USA high performance pathway.

FOCUS AREAS

Collegiate Pathway
Grassroots Pathway
Paralympic Pathway

COACHING

Advance the profession of coaching at the Olympic and Paralympic levels of sport to create more holistically skilled coaches.

FOCUS AREAS

Performance Coaching
Coach Recognition
Coaching Resources

HIGH PERFORMANCE PATHWAYS

Mobilize and empower partners to construct and implement strategies to safeguard and strengthen the most critical systems supporting athlete and coach advancement through the Team USA high performance pathway.

INFORM STAKEHOLDERS

Ensure partners have the institutional knowledge, meaningful interdisciplinary relationships and critical resources necessary to understand their sport-specific pathways and the broader sporting landscape.

IDENTIFY OPPORTUNITIES

Commodify what we know, both internally and externally, to uncover meaningful avenues for supporting NGB strategic actions and advancing the complete Team USA high performance pathway.

INFLUENCE OUTCOMES

Leverage key partnerships across the Movement to drive measurable results that simultaneously support targeted Team USA athlete and coach pathway advancement and enhance the entire U.S. sporting ecosystem.

PATHWAYS OF FOCUS FOR OUR TEAM

COLLEGIATE PATHWAY

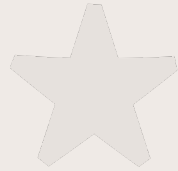
NCAA Rules Changes, Federal Advocacy

GRASSROOTS PATHWAY

ADM & Quality Coaching

PARALYMPIC PATHWAY

Talent ID and Transfer, Classification



LOS ANGELES 2028

PERFORMANCE GOAL



KEY ELEMENTS TO CONSIDER

HIGH PERFORMANCE PATHWAY

PARALYMPIC PATHWAY FOCUS

This session focuses on the Paralympic pathway. We encourage athletes to pursue the opportunities that best match their interests.

SPORT ENTRY INTO PATHWAY

Athletes can:

- ★ Enter at any stage in life.
- ★ Enter at any level of the pathway.
- ★ Take different paths based on their unique background.

PARALYMPIC SPORT PATHWAYS

Sport specific, high performance pathways that are based on their sport's unique classification, qualification pathways and sport specific needs.

COMMON ATHLETE PATHWAYS

**NGB
PROGRAMMING**

**HIGH SCHOOL
SPORTS**

**COLLEGIATE
ATHLETICS**

**DISABILITY
SPORT**

**MILITARY
PROGRAMS**

**TALENT
TRANSFER**

**MEDICAL
COMMUNITY**

**OTHER SPORT
PROGRAMMING**

LAYING THE FOUNDATION FOR TALENT IDENTIFICATION

UNDERSTANDING OF PARA ELIGIBLE IMPAIRMENTS

International Paralympic Committee defined Paralympic eligible impairments.

SPORT SPECIFIC ELIGIBLE IMPAIRMENTS

International Federation defined eligible sport classes for the sport that are contest at the Paralympic Games.

PARALYMPIC GAMES PROGRAM

Review of the event opportunities based on sport class for the Paralympic Games.



1

OLYMPIC AND
PARALYMPIC
GAMES

2

INTERNET
SEARCHES

3

SOCIAL MEDIA,
FRIENDS/FAMILY
AND ATHLETES

**DRIVING FORCES IN
NEW ATHLETE
IDENTIFICATION**



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HOW ARE YOU FINDING ATHLETES?

YOUR CURRENT EFFORTS

ATHLETE IDENTIFICATION STRATEGIES



EVOLVE AND SIMPLIFY COMMUNICATION

Shift language and reduce complexity.

PROACTIVE TALENT ID AND RECRUITMENT EFFORTS

Develop scouting and leverage technology.

ALIGNMENT AND PATHWAY OPTIMIZATION

Align with NGB needs and priorities.

AREAS OF ELIGIBLE ATHLETES

Strategic talent identification and recruitment efforts have identified untapped talent pools of eligible athletes in the below areas.

HIGH SCHOOL

COLLEGIATE

**U.S. SPORT
ECOSYSTEM**

**THERE ARE ELITE PROSPECTIVE ATHLETES THAT ARE UNAWARE OF
THEIR ELIGIBILITY FOR PARA SPORT**

**OUR GOAL IS TO IDENTIFY THESE ATHLETES, ENGAGE THEM IN PARALYMPIC SPORT
PATHWAYS AND INTEGRATE THEM INTO PERFORMANCE-BASED PROGRAMS**

ALIGNING ATHLETES WITH SPORT ELIGIBILITY



**REVIEW ELIGIBILITY AND
MINIMUM IMPAIRMENT
CRITERIA**



**EXPLORE OTHER
PARALYMPIC SPORTS**

If an athlete has Paralympic aspirations.

GENERAL NEXT STEPS

We encourage athletes and their support network to connect with the NGB and explore sport specific Paralympic pathway opportunities.

ATHLETE DEVELOPMENT



Train with a Coach

Find a coach or program.



Acquire Equipment

Sport-specific considerations.



NGB Membership

Become a member of the sport.



Track Progress

Outline next steps for progression.



Support Network

Build a support team.

PATHWAY ENGAGEMENT & COMPETITION



Compete in an NGB Event

Competitions, camps, or clinics.



Review Sport Standards

Performance standards.



Apply for NGB Camps

Explore NGB resources.



Review Sport Pathway

Required competitions and events



Set Performance Goals

Outline desired goals in the sport.

ELIGIBILITY, CLASSIFICATION & RESOURCES

STEP
1

Medical Documentation

Complete & compile paperwork.

STEP
2

National Classification

If sport has a national system.

STEP
3

International Licensing

Required for international competitions.

STEP
4

International Classification

Opportunities vary by sport.



Explore Grants & Resources

Research support opportunities.

TALENT TRANSFER

IN PARALYMPIC SPORT



PARALYMPIC OR
ELITE LEVEL

SPORT
BACKGROUNDS

MULTI-SPORT
ATHLETES

TALENT TRANSFER CAMP



ABOUT THE CAMP

The camp brought together 19 athletes with elite sport and adaptive fitness backgrounds for a camp focused on athlete integration into Para track and field.

Athletes were selected from 326 applicants and evaluated based on their anticipated sport class and LA28 event program.

CAMP ROSTER

The group included 12 athletes with current or former collegiate sport backgrounds representing football, baseball, rowing, tennis, lacrosse, and track and field.

Additional participants included athletes from national team rosters in soccer, surfing, and climbing, as well as individuals with military backgrounds and competitors in Adaptive CrossFit.

TALENT TRANSFER CAMP VIDEO



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TALENT TRANSFER

GROWING NGB SPORT INTEREST

SEVERAL NGBS* ARE CURRENTLY ENGAGED OR EXPLORING TALENT TRANSFER

Archery
Paracanoe
Judo
Para Nordic skiing
Swimming
Taekwondo
Track and field
Triathlon
Wheelchair curling

**Please note, this is not a comprehensive listing of all NGBs.*

TALENT TRANSFER ATHLETE BACKGROUNDS

FOOTBALL

SOCCER

BASEBALL

LACROSSE

WRESTLING

BASKETBALL

TRACK & FIELD

TRIATHLON

**WHEELCHAIR
BASKETBALL**

CYCLING

WHEELCHAIR RUGBY

SWIMMING

WHAT CAN YOU DO?



GET CONNECTED WITH THE NATIONAL GOVERNING BODY

Get involved with NGB programs and encourage coaches to take the next step into the NGB community.

Stay connected through newsletters, questions, and relationships within each sport. Explore athlete pipelines and classification processes so you can confidently guide athletes at every stage. Your initiative and support can make a meaningful difference in helping them reach their full potential.

ENCOURAGE EXPLORATION THROUGHOUT THE SPORT ECOSYSTEM

Many Paralympic athletes begin in one sport, but their journey often spans several. Encouraging athletes to explore different sports builds confidence and broadens skills. A diverse sport background isn't just valuable, it's often a key to long-term enjoyment and engagement in sport.

For many sports, transferable skills are highly valued, making it easier for athletes to transition and discover where they can truly thrive.



QUESTIONS?

Feel free to reach out to our Paralympic Pathways Team at

PARALYMPICSPORT.INFO@USOPC.ORG