

F. No. 54-1/MYAS/MDS/2017
Government of India
Ministry of Youth Affairs & Sports
Department of Sports
Mission Directorate – Sports Development

Cafeteria Building,
Pragati Vihar Hostel,
CGO Complex, Lodhi Road,
New Delhi- 110003,
Dated: 26th December, 2017.

To

Principal Secretary/ Secretary in charge of sports of States/UTs
Secretary of Sports Authority /Sports Council of States/UTs

Subject: Operational Guidelines on “Talent Search and Development” component of Khelo India – National Programme for Development of Sports Scheme.

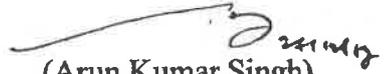
Sir/Madam,

The undersigned is directed to state that the Khelo India – National Programme for Development of Sports Scheme has been circulated to all stakeholders vide this Ministry's letter No. 29-1/MYAS/MDS/2017 dated 16th October, 2017.

2. One of the twelve components of the Khelo India scheme is “Talent Search and Development”. Operational Guidelines on “Talent Search and Development” are enclosed as Annexure for information and appropriate action.

Yours faithfully,

Encl: As stated.


(Arun Kumar Singh)

Under Secretary to the Govt. of India
Tele No. (011) 24361823

Copy to (with enclosure) :

1. PS to MoS (I/C), YAS
2. PS to Secretary (Sports).
3. PS to JS (Dev)
4. PS to DS (SG)
5. All Officers of Mission Directorate – Sports Development.


(Arun Kumar Singh)

Under Secretary to the Govt. of India

**GOVERNMENT OF INDIA
MINISTRY OF YOUTH AFFAIRS AND SPORTS
DEPARTMENT OF SPORTS**

OPERATIONAL GUIDELINES

KHELO INDIA – TALENT SEARCH AND DEVELOPMENT

1. Preface:

1.1 The Khelo India Scheme aims to encourage sports all over the country, thus allowing the population to harness the power of sports through its cross-cutting influence, namely, holistic development of children & youth, community development, social integration, gender equality, healthy lifestyle, national pride and economic opportunities related to sports development.

1.2 Vision:

To infuse sports culture and achieve sporting excellence in the country

1.3 Mission

To encourage sports all over the country thus allowing the population to harness the power of sports through its cross cutting influence, namely, holistic development of children & youth, community development, social integration, gender equality, healthy lifestyle, national pride and economic opportunities related to sports development.

1.4 Components of the Scheme;

The Khelo India Scheme would include the following components/objectives:-

- i. Play field development & Geo tagging of play field and sports infrastructure
- ii. Community coaching Development
- iii. State Level Khelo India centres
- iv. Annual Sports Competitions
- v. Talent Search and Development
- vi. Utilisation and creation/Up gradation of Sports Infrastructure
- vii. Support to National/Regional/State Sports Academies
- viii. Physical fitness of School going Children
- ix. Sports for women
- x. Promotion of Sports among persons with disabilities
- xi. Sports for peace and Development
- xii. Promotion of rural and indigenous/tribal games

1.5 Talent Identification & Development (TID) under the Scheme:

The country with vast diversity in terms of physical attributes offers immense opportunity to excel in the field of sports provided sporting talent is identified at right time and age appropriate nurturing is done by coaches with the help of sports science support to achieve the objective of winning 20 Medals in 2028 Olympics.

1.6 In year one, about 1,000 athletes will be supported annually under the scheme in priority sports disciplines to be identified by a High Power Committee for a period of about eight years.

Accordingly, every year 1000 athletes will be added to the bench strength of the selected sports disciplines, thereby ensuring second and third tier athletes for such disciplines.

2. AVENUES FOR IDENTIFYING TALENTS

2.1 The National competitions involving schools, colleges, Universities and NSFS under Khelo India Scheme may serve as avenues for talent identification.

2.2 The National championships and National Sports Talent Search Portal of SAI will provide a platform for identification of talent.

2.3 The Gujarat model of Mobile van will be adopted for better identification of talents.

2.4 The duly constituted High power Committee shall have the discretion to recognize further avenues that may be utilized for identifying talents.

3. SPORTS DISCIPLINES TO BE COVERED

3.1 The Duly Constituted High Power committee, based on recommendations from various stake holders, will decide sports to be supported under this scheme from time to time. The sports disciplines can change from time to time depending upon the potential/advantage they offer in terms of better performance in the international sports arena, especially in Olympics.

4. CRITERIA FOR SELECTING ATHLETES TO BE SUPPORTED UNDER THE SCHEME

4.1 Each Sports discipline will have specific parameters for selection depending on its nature and the individuals to be assessed. The parameters will be decided by the duly constituted High Power Committee in consultation with the eminent sportspersons of the respective sport disciplines for which athletes are to be identified.

5. Implementation of the TID through Long Term Athlete Development (LTAD) under the Scheme:

5.1 The scheme will be implemented through a three-tier structure, comprising the Talent Identification & Development Committee (TIDC) for each Sports discipline, the Talent Screening Committee (TSC), and the High Powered Committee (HPC) to be appointed by the Government as the apex body.

5.2 The Composition of the HPC would be as under

- | | | |
|--|---|---|
| 1) Secretary(Sports) | - | Chairman |
| 2) Deputy Director General, SAI | - | Chief Executive Officer &
Member Secretary |
| 3) Eminent Sportspersons (three)
(to be nominated by Chairperson depending on sports discipline considered) | - | Member |
| 4) Eminent Coaches (two)
(to be nominated by Chairperson) | - | Member |

- | | | |
|---------------------------|---|--------|
| 5) Representative of IOA | - | Member |
| 6) Representative of MYAS | - | Member |
| 7) Sports Science Expert | - | Member |

5.3 The Chairman may co-opt or invite any other experts as deemed fit for the meeting. The committee will meet once at least once in a quarter and grant all the approvals (financials & operational) as necessary. The committee may delegate the powers as deemed necessary.

5.4 More specifically, the powers and responsibilities of the HPC shall include, but not be limited to:

- 1) To manage, monitor and ensure effective and efficient implementation of the scheme
- 2) Decide on sports disciplines (and may be event wise) to be supported and number of athletes to be supported under each discipline (along with Boys/Girls ratio)
- 3) To issue guideline on target age for each of the sports discipline & events (Separately for Boys & Girls)
- 4) To decide on avenues to through which talents will be identified
- 5) To decide on criteria for selection of athletes
- 6) To decide on components for which financial support will be provided to selected talents and modes through which such support will be delivered to them.
- 7) To decide accreditation guidelines for academics, training institutes, sports science, injury management Institutes
- 8) Grant accreditations to these institutes/organisations ;
- 9) Put in place monitoring mechanism for these institutes/organisations to ensure players are getting adequate services
- 10) Issue various guidelines on funding for various component of support to the player (eg consumable, equipment, training, education, logistic, national/international tournament exposure, providing sports science support, Injury Management)
- 11) To approve list of players to be supported
- 12) To finalise and approve the budget for each year
- 13) To negotiate and finalise terms for multi sports discipline academies/Institutes
- 14) The HPC will be empowered to take up any other matter for consideration that it may deem necessary for effective and efficient implementation of the TID through LTAD.
- 15) May devise incentive norms for States, NSF's, SGFI, AIU and other organisations for encourage of talent identification.
- 16) To hire coaches, support staff, personnel & other experts required to run the program successfully.

6. Talent Identification Methodology:

6.1 Each Sports **discipline** will have different parameters and methodology for talent identification. However, it is clarified that in order to achieve objective, the appropriate young athletes (Development group- Train to win and may be train to compete) needs to be identified

and supported for fairly long period. Also, every year, the objective criteria may be made more stringent. Broadly, following guidelines will be used for talent identification:

- 1) Talented players will be identified from national competitions involving schools, colleges, Universities under Khelo India Scheme;
- 2) National championships and other competitions conducted by NSF's
- 3) From National Sports Talent Search Portal of SAI
- 4) Duly constituted **HPC** may also adopt globally accepted scientific methods to spot and identify talent
- 5) Identification of talent may involve conduct of pan-India trials by talent scout to be engaged for the purpose in association with States/UT's.
- 6) As far as possible, objective & quantifiable selection guidelines will be formed.
- 7) Quantifiable short term, medium term & long term target for each of the player will be set by the committee. The spend on each of the athlete will depend upon improvement in performance & achievement of the target. Baseline support to each of the athlete & academy/training centre supporting him would be decided. The incentive structure for more spend would be put in place which would encourage the athlete & coaching institute/training centre to strive for excellence. Gradation of an athlete may be done.
- 8) Owing to insufficient talent pool in any sports discipline (or may be specific events) which is targeted for achieving excellence in Olympics, TIDC may recommend selection of an early age potential athlete (capable of excelling in that particular event or sports discipline) purely on objective scientific criteria.

7. Talent Screening Committee (TSC):

7.1 For each Sports, Talent Screening Committee will be appointed consisting of eminent athletes, coaches **and other stakeholders, as may be deemed necessary**. The help of professional talent scouts can also be taken. The screening committee may observe players during various competitions/camps and make list of talented players. The list along with profile will be put up and presented before **TIDC** for each sports.

7.2 This committee will be provided support of data analysts, and any other **support** that is required to enable them to function effectively. Video analysis of the players during the competition/camps/trials will enable them to make proper analysis of sporting talent.

8. Talent Identification & Development Committee (TIDC) for each Sports:

8.1 The TIDC will be appointed by the Government for each sports and will consist of eminent athletes, National observer, eminent coaches, talent scouts, sports scientists, and representatives from NSF's and SAI DG/DDG. The role of the TIDC will be as under:

- 1) To recommend the final list of players for talent support

- 2) Removal (including temporary discontinuation) of the player from the scheme owing to the reasons such as improvement in performance, sincerity to achievement of goal, positive report in dope testing, any behavior of player that brings disrepute to the game or government etc. The reason for removal to be recorded in writing.
- 3) To decide talent identification methodology and parameters (eg target age groups) within broad parameter defined by **HPC**. It is clarified that the purpose of the scheme is to achieve excellence in Olympics 2024, 2028 & beyond. Hence early age talent needs to be selected. (For support of athletes for 2020 Olympics, TOPs committee/ESC has already been constituted)
- 4) To recommend guideline for accreditation of academics/institutes/training centres where the talented players can be trained along with reasonability of expenses for each of the category.
- 5) To recommend accreditation of Academies/Institutes/Training centres in various categories & nature of support, **if required** to be provided to these entities for supporting talented athletes selected under the scheme (incentivized structure based on improvement of performance is suggested)
- 6) To recommend various components of support such as consumables, equipment, tournament exposure, sports science support, injury management, education, travel, lodging, Boarding.
- 7) To recommend on talent tracking software/ equipment/support/technical manpower or services of any other expert agencies required centrally or at various location
- 8) To recommend sports science, injury management institutes/organisations (Indian and Abroad) along with rate card where talented athletes will be trained/supported.
- 9) To carry out review the performance of the player in the frequency to be decided by them; for this purpose to decide on data management system & monitoring mechanism

The protocol for age verification would be followed. For the purpose of selection/weeding out, as much as possible, objective criteria may be laid down.

8.2 Under normal circumstances, the HPC will consider the recommendation of **TDIC** and take final decision. However, owing to shortage of time or any **other** compelling reason(s), for the benefit of the players, cross cutting influence on various sports or for any other reason, any matter can directly be decided in the **HPC**.

9. Talent Development- Support to National/Regional/State Sports Academies:

9.1 The identified sports talent will be given the option to join SAI Sports academies, sports schools, sports colleges, State Sports Academies or Sports academies established by private sector (including by sports persons). Grants-in-aid will be provided for establishment, operation and maintenance of sports academies in respect of identified disciplines to these academies. As

mentioned earlier, norms would be developed for rating & accreditation of the academies to facilitate selection of appropriate academies for support.

9.2 There will be a close coordination with the schools and universities including National Sports University so that the identified talented sports persons can be placed in appropriate institute for the purpose of academics, training and utilisation of sport infrastructure facilities.

9.3 Common norms will be evolved for the purpose of identification of sports talent, training methodology, monitoring and performance measurement systems, LTAD requirements of sporting facilities, sports science back up, sports medicine etc so that there is some uniformity of processes to be implemented by various institutes and academies.

9.4 Funding would be provided to these accredited academies for need based support for both critical infrastructure gap and technical assistance in terms of coaches, sports science support etc to sports academies on merit. The recurring expenditure will be for engagement of High Performance Director, Coaches, Support Staff, consumables, monitoring and performance measurement systems, competition exposure, education etc. The non-recurring expenditure will be incurred to fund critical infrastructure gaps including equipment in such academies. In the initial period, an amount of Rs 60 Crore will be earmarked for need based support which will have recurring component of Rs 40 Crore and non-recurring component of Rs 20 Crore.

9.5 Talent Development-University Centre of Excellence:

As mentioned earlier, the academies would include training centres imparting excellence sports training in the identified sports for excellence in Olympics (mainly). Universities imparting sports training need to be identified and supported separately since most of the talented athletes identified would require university education as well.

9.6 The infrastructure support to the universities has been dealt with the operational guideline for infrastructure. Recurring expenditure will be incurred for the items mentioned above.

9.7 **Sports Schools:**As a matter of policy, an attempt will be made to ensure that the education requirement of the talented players will be addressed through special arrangements. Some states may have their own sports schools (the schools qualifying under the norms for the academies will also be eligible to get benefit). Such schools will be empanelled for the purpose of admission of such talented sports persons.

9.8 In the initial period of implementation, the academies (including sports schools & Universities) would be funded for Archery, Boxing, Wrestling, Shooting, Hockey & Badminton where India has been traditionally strong and has more chances of winning medals. Once robust system of accreditation, monitoring & evaluation is established; number of sports would be increased to eventually align with the sports mentioned in Para 5. One academy of para olympic would be supported.

9.9 As mentioned earlier, the Talent Identification & Development Committee (TIDC) will recommend the norms for accreditation of the academics, University Centre of Excellence (UCOE), Sports School. Once the norms are approved by High Powered committee (HPC), the accreditation and rating of such centres (Academies, UCOE's, Sports Schools) would be done. It is clarified that the funding norms would be made for residential as well as non- residential, although residential arrangement would be preferred so that the players from across the country can avail the benefit.

9.10 For each sports, indicative number of academics to be supported initially could be 4-6. Similarly, the 2-4 Universities & Sports Schools can be covered initially for each of the sports. This number is indicative and HPC will have power to change depending upon the profile of the talented players.

9.11 Again, the gender equality will be the key to the success of the scheme since there are equal number of medals. It will have to be ensured that the events in each sport that is being targeted for Olympics are covered properly for assistance.

9.12 In case, HPC is of the opinion that there aren't enough number of academics for a specific sports (or events) or the quality of the academics is not good enough that is worth investing, the fresh proposal for opening the new academics/establishing the sports schools or University of excellence Centre can be called for from SAI, States or private organisations.

9.13 It is clarified that under the funding for academics/UCOE, the funds would be provided for scaling up of the academy and would be separate component. Player based additional funding will be provided on admission of talented athlete.

11. Implementation of the Scheme:

11.1 Setting up of a Project Implementation Unit (PIU)

- 1) The Government will appoint Chief Executive Officer(CEO)(Not below the rank of Joint Secretary) to run the scheme in an efficient manner.
- 2) Since in year five, 5,000 athletes (budget of Rs 260 Crore) will be required to be supported, a professional structure will be required to ensure timely support to the player. **Therefore, a PIU will be set up for assisting the CEO in discharge of his roles and responsibilities.**
- 3) Creation and updation of online portal that carries all necessary information **will also be done. This portal will serve as an end-to-end solution for monitoring implementation of TID.** Development and maintenance of online portal will be done through professional agency.
- 4) The necessary expert manpower **will be engaged** either through a transparent tendering process or by advertising **position** on a project basis through total solution provider (TSP). Project Management Executives **will** also be appointed, **on need**

basis through a transparent engagement process, at various locations in the country

- 5) For each Sports, services of expert coaches **will be taken** to assist CEO, **as and when required**. The same may be hired **through a transparent process** or taken from SAI or other organizations on deputation basis. International experts shall also be engaged for project implementation.

11.2 Roles and responsibilities of the CEO

- 1) Once decision is taken by the High Powered Committee (HPC), the responsibility of implementation will be with CEO.
- 2) He will be responsible for disbursement of the funds sanctioned by HPC.
- 3) He will have power of expenditure up to Rs 1,00,00,000 on approved items of expenditure. Above Rs 5,00,000, he will seek approval of **duly constituted Finance Committee** consisting of the following:
 - a. Chief Executive Officer, Chairman
 - b. Director Finance, SAI, Member
 - c. Director/Deputy /Under Secretary, MYAS Member
 - d. Assistant/Deputy Director, Khelo India, Member Secretary
- 4) For **finalization of** technical specifications and **Technical** evaluation, a separate committee may be constituted from time to time by the CEO, if required.
- 5) **CEO may, with the approval of** Chairman, HPC. form procurement/purchase committees as **may be** required.
- 6) **A Joint** CEO may be appointed by the Government to whom the operational powers may be delegated by the CEO as deemed fit. Financial power upto Rs 10,00,000 on approved items of expenditure will be given to the Joint CEO **with the approval of Chairman, HPC**. The other manpower may be drawn from SAI if required.

11.3 Sponsorship & CSR funding: Efforts will be done to **supplement financial resources** by raising sponsorship or **through CSR initiatives**.

12. FINANCIAL ASSISTANCE AND SUPPORT

12.1 **Under the Scheme**, In the first year, Rs 50 Crore will be earmarked annually for 1,000 athletes for talent nurturing towards training/coaching, education, diet, consumables & equipment, sports nutrition support, sports science support, Lodging, Boarding, foreign exposure for competition/training. Every year, 1,000 athletes would be added. However, under the scheme, a system is proposed to be developed as against individual support envisaged in TOP scheme.

12.2 Every year, **Another** Rs 10 Crore will be earmarked for the management of the scheme such as online portal, player management, talent identification, scientific profiling, conduct PAN

India trials etc. The implementation will be done through SAI, State/UT Governments, reputed athletes and private bodies. International experts shall also be engaged for the project implementation to draw from the successful experience of such experts and ensure implementation of the TID through LTAD in lines with international best practices.

12.3 Out of the talented players identified in priority sports disciplines at various levels through different avenues, best talent in those sports discipline will be identified by the High Powered Committee and provide annual financial support upto Rs 5.00 lakh per annum for a period of 8 years under a Long term Athlete Development Program(LTAD).

12.4 Financial support to selected talents will be towards training/coaching, diet, consumables & equipment, sports nutrition support, sports science support, Lodging, Boarding, foreign exposure for competition/training, medical assistance, psychological assistance, insurance etc.

12.5 Continuation of support to an athlete will be subject to his/her progress/performance in the identified sports discipline concerned, ensuring the best performers, having potential to excel at the highest level, are given continuous support and non-performers/non achievers can be taken out of the system. This will ensure a sizable bench strength that the country is lacking at present. Additional funding requirement, if any, shall be met through mobilizing CSR support.

12.6 The High Power Committee will decide on any additional components to be supported through funding and the specific amount and norms for each components to be covered.

12.7 Funds will be released to the National/Regional/State Sports Academies supported under the Khelo India Scheme or to any other sports academy in which the athlete has got admission.

12.8 In the case of Academies other than those supported under the Khelo India scheme, the academy to be funded shall sign an agreement with SAI with respect to the components to be funded and facilities to be provided to each athletes in lieu of the financial assistance extended.

12.9 The funds released for supporting the athletes shall be utilized for providing facilities not covered by financial assistance under any other schemes.

12.10 Continuation of support to an athlete will be subject to his/her progress/performance in the identified sports discipline concerned, ensuring the best performers, having potential to excel at the highest level, are given continuous support and non-performers/non achievers can be weeded out. Additional funding requirement, if any, shall be met through mobilizing CSR support.

13. APPROVAL MECHANISM AND RELEASE OF FUNDS

13.1 A Targeted talent identification plan will be prepared by the CEO with quarterly target projections for identifications of athletes for support with detailed analysis. Based on the detailed plans, the funds shall be released to Khelo India Account to be maintained separately by SAI..

13.2 13.3 After the utilization of the funds the PIU TID shall submit utilization certificate. Online application forms would be devised from time to time by PIU in consultation with the committees.

14. Monitoring Mechanism:

14.1 Monitoring : Monitoring of Progress of implementation of the scheme will be done through normal channels like calling periodic progress reports supported by documentary evidences, random visit by the representatives of MYAS/SAI, furnishing of utilization certificates etc.