



**Triathlon Western Australia  
Athlete Pathway Program  
Selection Policy**

June 2023

## **A. INTRODUCTION**

1. This policy details the process and criteria by which Triathlon Western Australia (TWA) determines the members for the Athlete Pathway Program (APP) for the 2022-2023 season.
2. The aim of the program is to provide a nurturing and supportive environment for the development of athletes aged between 13-23 years in Western Australia. This is achieved by engaging with the network of athletes, parents and home coaches to support each individual to achieve personal excellence in training and competition.
3. If a selected member withdraws, is withdrawn or is declared unfit to continue as a member of any Squad, the Selection Committee may replace that member with a further selection at any time during the season, however discretion is absolute and need not be exercised.
4. This policy can be amended at any time by TWA if an amendment is necessary because of any change in the Development Pathway guidelines, or to give effect to the policy following discovery of a drafting error or oversight, or for any other reason determined to be in the best interests of TWA. TWA shall not be responsible or liable in any way as a result of any such amendment.
5. It is the athlete's responsibility to read and understand this policy (and other supporting documents and/or policies).

In the first instance, for further clarification relating to this policy, queries should be directed to the Triathlon WA Pathway and Coaching Manager. If an athlete, accredited Triathlon Coach or parent is still unclear about the policy (and other supporting documents and/or policies) operation or effect, enquiries can be forwarded to Triathlon WA Executive Director, Ashleigh Apps [ashleigh.apps@wa.triathlon.org.au](mailto:ashleigh.apps@wa.triathlon.org.au).

## **B. ELIGIBILITY**

Only athletes qualified according to the terms of this Section B will be eligible for selection as a member of the TWAAPP. An athlete must:

1. Maintain annual Standard or Premium membership with Triathlon Australia (TA);
2. Be in good standing with TWA;
3. Permanently reside in Western Australia;
4. Agree to and sign the 2022/2023 Athlete Agreement upon selection in the pathway. If under 18, parents &/or guardians agree to and sign the 2022/2023 Parent Agreement upon selection in the pathway;
5. Must not be a TA categorised athlete;

6. Agree to the completion of the relevant Athlete Pre-screening Questionnaire, Pre-participation evaluation and any other relevant athlete profiling screenings requested by TWA;
7. To be eligible for selection athletes must be (or will work to become) draft legally endorsed through the TA draft legal endorsement process, see [www.triathlon.org.au/Elite/Resources.htm](http://www.triathlon.org.au/Elite/Resources.htm);
8. Meet the age eligibility for the APP and be in U23, Junior or Youth age groups for the 2022-2023 season i.e. U23: 19-23 years of age on 31 December 2023 (born in the years between 2000 to 2004), Junior: 16-18 years of age on 31 December 2023 (born in the years between 2005 to 2007) and Youth: 14-15 years of age on 31 December 2023 (born in the year 2008 to 2009);
9. Minimum age eligibility for the Talent Squad and Development Squad is 16 years as of 31 December 2023;
10. Athletes must complete the relevant [online nomination form](#) no later than the application deadline. TWA may accept an application after this time in their absolute discretion; and
11. Athletes should have a current TA accredited coach. Athletes who don't have a coach are still eligible to nominate but APP communication will only be directed to their TA accredited coaches. APP coach professional development will also only be offered to TA accredited coaches.

### **C. SELECTION PROCESS**

1. This policy does not require TWA to select the maximum number of athletes to the program. Final program numbers and selection decisions are at the absolute discretion of the Selection Committee as set out in this policy.
2. Past race results are prioritised in squad selection.
3. The TA pathway strategy identifies the pillars for long term triathlon development include areas such as: health, grit/psychological robustness, skills. Accordingly, selection will consider demonstration of these pillars (see Appendices A).
4. Athletes nominating for APP selection will be asked in their application to respond to questions, for example:
  - i. What does "a healthy athlete" look like to you? What can you change to improve your health that lead to better results?
  - ii. What (technical & tactical) skills do you possess that can contribute to your triathlon performance? (Evolve on last year's answer if a previous member)
5. Table 1 is a guide for 'results' alignment to the program tiers. Please note results and athletes responses are both considered at the selection committee's discretion.

- Any result submitted as part of the application must be verifiable.

**Table 1: Program Squads Results Alignment**

Squad	Talent Squad	Development Squad	Next Generation Squad
Squad Description	From "do triathlon" to learning how to be a triathlete. Single discipline performances are a strong consideration. Local competition and some National Level triathlon competition expected.	Do triathlon. Introduction to basic elements of triathlon. Local (state level) short format, technical competition. Immerse in education tied to competition as well as TA driven theory (health, psychology)	
Athlete Racing Profile	Experienced in draft-legal racing and significant results at national/local triathlon and single discipline competitions.	Building skills in 'draft legal' racing and demonstrating athletic potential (including showing demonstrated signs towards a performance mindset)	Athletes who display sport specific skills and show interest in the sport of triathlon
Athlete Race Results Profile	<ul style="list-style-type: none"> <li>Top 10 result 2021-22 Australian Junior/ Youth National Series (single race)</li> <li>Top 5 result in the Australian Junior/Youth National Series (final standings)</li> <li>First place result from local WA draft legal races 2021-22</li> <li>Talent transfer from a single discipline (swim, bike, run) high performance environments.</li> </ul>	<ul style="list-style-type: none"> <li>Participation in 2021-22 Australian Junior/ Youth National Series (single race)</li> <li>2022 School Sport WA Team selection</li> <li>Notable performances at local events, camps, training days, coach-ability, etc.</li> <li>Talent transfer from a single discipline (swim, bike, run) high performance environments.</li> </ul>	<ul style="list-style-type: none"> <li>Participation in triathlon competition</li> <li>Talent transfer from a single discipline (swim, bike, run) high performance environments</li> <li>The "Next Gen squad" focuses on learning triathlon skills, with a strong emphasis on a enjoying the race day environment.</li> </ul>

#### D. SQUAD MEMBERSHIP CONDITIONAL

- All athletes selected in the program under this policy are expected to maintain a level of fitness commensurate with the level of competition they will be required to race at.
- Any athlete selected who fails to meet the above obligation may at the discretion of TWA be removed from the program.

#### E. ANNOUNCEMENT OF THE APP

- The TWA selections will be announced by TWA by the **22 July 2022** via writing.
- The selected team members must complete the Athlete Agreement to accept their position onto the TWA.

**F. APPEAL PROCESS**

1. An eligible athlete who fails to be selected for the APP under the process and criteria set out in this policy may appeal against omission from the APP as set out in this section.
2. The basis of any appeal must be that the athlete's omission from the APP was because of a failure by TWA to properly follow the process set out in this policy.
3. Any appeal under this clause will proceed in accordance with the following procedure:
  - i. Any eligible athlete wishing to appeal his/her omission from the APP must lodge their appeal in writing either themselves, or via their guardian (if under 18 years of age) to the Triathlon WA Pathways and Coaching Manager by 5:00pm on the second working day following the announcement of the APP.
  - ii. The appeal will be forwarded to the TWA Selection Committee who will review the appeal on its merits within 7 days.
  - iii. The athlete will then receive a written response from the TWA Selection Committee. This decision of this committee is final.

## Appendix A

<b>JUNIOR &amp; U23</b>	
<b>Health</b>	Age appropriate Training Loads, low injury history, consistent training history, Nutrition habits meeting energy needs
<b>Physiology</b>	Potential to develop critical speed profiles within age appropriate training loads.
<b>Technical Skills</b>	Sound movement patterns and general motor skills with an ability to make mechanical change. Proficient technical competence in at least 1 discipline.
<b>Race Intelligence</b>	Read a race, plan, adapt and deploy race strategy. Manage pacing Understand risk v reward, employ reflective practices to learn.
<b>Mental Skills</b>	Perseverance and Passion for long term goals despite challenges. Possess some coping strategies, resilience and grit. Ability to learn, reflect and make positive change. Hold self-accountability and competitiveness.
<b>What it Takes to Win</b>	Uses anxiety to enhance performance. Remains composed. Regulates emotions.

<b>YOUTH</b>	
<b>Health</b>	Age appropriate Training Loads, low injury rates, consistent training history, healthy Nutrition habits
<b>Physiology</b>	Potential to develop critical speed profiles within age appropriate training loads.
<b>Technical Skills</b>	Sound movement patterns and general motor skills. Proficient technical competence in at least 1 discipline.
<b>Race Intelligence</b>	Read a race & adapt. Manage pacing. Understand risk v reward, employ reflective practices to learn.
<b>Mental Skills</b>	Perseverance, passion to achieve goals despite challenges. Possess some coping strategies, resilience and grit. Appetite for learning & reflection to make positive change. Holds themselves accountable and competitiveness.
<b>What it Takes to Win</b>	Attempts to use anxiety to enhance performance. Recognises emotions and stays relatively composed.