



## **SELECTION POLICY**

### **Triathlon Western Australia Pathway Program**

#### **STATE TEAM**

1<sup>st</sup> July 2023 – 30th June 2024

## **1. INTRODUCTION**

### **1.1 Scope**

This policy details the process and criteria by which Triathlon Western Australia (TWA) determines the members for the Pathway Program (WA State Team) for the 2023-2024 season.

### **1.2 Objective**

The aim of the Pathway program is to provide a nurturing and supportive environment for the development of West Australian athletes aged between 14-23 years, allowing them to maximise their enjoyment and potential in the sport over time. This is achieved by engaging with the network of athletes, parents and home coaches to support each individual to achieve personal excellence and to prepare athletes for the demands of training, competition and travel during the performance pathway.

### **1.3 Application**

- 1.3.1 If a selected member withdraws, is withdrawn or is declared unfit to continue as a member of the WA State Team, the Selection Committee may replace that member with a further selection. This discretion is absolute and need not be exercised.
- 1.3.2 This policy can be amended at any time by TWA if an amendment is necessary because of any change in the Pathway program 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.
- 1.3.3 It is the responsibility of athletes, parents and coaches to read and understand this policy, supporting documents and/or policies.
- 1.3.4 In the first instance, for further clarification relating to this policy, queries should be directed to the TWA Pathway Lead, Janine Kaye at [programs@wa.triathlon.org.au](mailto:programs@wa.triathlon.org.au) . 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 at [executive@wa.triathlon.org.au](mailto:executive@wa.triathlon.org.au).

## **2. ELIGIBILITY**

**2.1** To be considered for selection, only athletes who have applied and meet all eligibility criteria outlined below will be eligible for selection as a member of the relevant State Team.

To be eligible for selection a nominating athlete must:

- a. Maintain annual Standard or Premium membership with Triathlon Australia (TA);

- b. Be in good standing with TWA;
- c. Not be a TA categorised athlete/ Talent Transfer centre athlete
- d. Meets the eligibility requirements for citizenship as determined by the Australian government.
- e. Be a resident of Western Australia;
- f. Agree to and sign the 2023/2024 Athlete Agreement upon selection in the pathway. If under 18, parents &/or guardians must agree to and sign the 2023/2024 Parent Agreement upon selection in the pathway. Any selected member or parent/ legal guardian (if U18) in the Pathway not willing to sign the 2023/2024 TWA Athlete Agreement will be excluded from the Program.
- g. Agree to the completion of the relevant Athlete Pre-screening Questionnaire, Pre-participation evaluation and any other relevant athlete profiling screenings requested by TWA, on behalf of Triathlon Australia and World Triathlon.
- h. Athletes must be draft legal endorsed (DLE) (or become draft legal endorsed by the 1st of September 2023) through the TA draft legal endorsement process. Details here Resources (triathlon.org.au) (Para athletes or Talent Transfer athletes are exempt from DLE until such point they wish to enter a DLE race or attend a camp where it becomes a safety concern. The athlete should work with the Pathway Lead to build toward the DLE within 6 months).
- i. Athletes are encouraged to have a current TA accredited coach. Athletes who don't have a TA accredited coach are still eligible to nominate but TWA State Team communication will only be directed to athletes, parents (U18) and their TA accredited coaches. WA state team coach professional development opportunities will also only be offered to TA accredited coaches.

**2.2** Athletes must meet the age eligibility for the WA State Team, classification for the 2023-2024 season:

- a. U23 For the 2023-24 season, athletes must be 20-23 years of age on 31 December 2024 (born in the year 2001 to 2004).
- b. Junior. For the 2023-24 season, athletes must be 16-19 years of age on 31 December 2024 (born in the year 2005 to 2008)
- c. Youth. For the 2023-24 season, athletes must be 14-15 years of age on 31 December 2024 (born in the year 2009 to 2010)

**2.3** Athletes must complete the [online application form](#) no later than July 28th, 2023. TWA may accept an application after this time in their absolute discretion.

**2.4** Any results submitted as part of the application process must be verifiable.

### **3. SELECTION PROCESS**

#### **3.1 Available positions:**

- a. U23. The selection committee may select a maximum of ten (10) males and ten (10) females within this classification.

- b. Junior. The selection committee may select a maximum of twenty (20) male and twenty (20) females within this classification.
- c. Youth. The selection committee may select a maximum of fifteen (15) males and fifteen (15) females within this classification.
- d. All U23 athletes are selected at the absolute discretion of the Selection Committee via invitation.
- e. A para-athlete who is eligible for international classification in a Paralympic event and demonstrates a level of competency based on Appendix B may be considered.
- f. This policy does not require TWA to select the maximum number of athletes to the WA State Team program. Final State Team numbers and selection decisions are at the absolute discretion of the selection committee as set out in this policy.

### 3.2 Selection methods:

Youth and Junior Athletes can be selected via the following:

1. Automatic selection
2. Discretionary selection or
3. Talent Transfer during the course of the season.

#### 3.2.1 Automatic selection

An athlete may achieve automatic selection if they meet any of the following criteria:

- i. Any eligible athlete that finishes in the top 6 in an individual race event (and is not changing racing category, i.e. Youth < Junior between seasons) will be automatically selected from the following National races.  
**Australian Youth Super Sprint Championships, Canberra- January 2023**  
**Junior Oceania Championships, Taupo- March 2023**  
**Australian Junior Sprint Championships, Port Adelaide- April 2023**
- ii. Had the fastest (WA) time in an individual discipline leg (swim/bike/run) in any National event listed above.
- iii. Had the fastest time in their respective relay leg in the Junior Oceania Mixed Relay, Taupo - March 2023 and Junior or Youth Australian Mixed Relay Championship, Port Adelaide- April.
- iv. Any eligible athlete that finishes in the top 3 in an individual race (regardless of moving age category) will be automatically selected from:  
**National Schools (SSA) Triathlon 2023 - Devonport**. E.g. Top 3 in Junior, Intermediate or Senior category.
- v. Any eligible athlete who achieves BOTH the Performance Standards under WITTW (What It Takes To Win - **Appendix A**). Athletes must provide evidence by submitted times and link to sanctioned Swim and Athletics meets via their application form.

### **3.2.2 Discretionary Selection**

- i. The Selection Committee may select any remaining positions in the State Team program following the allocation of automatic positions. This discretion is absolute, and it need not be exercised.
- ii. In exercising its discretion in selecting remaining positions on the State Team program, the Selection Committee can consider any other matter it deems relevant for consideration including (but not limited by the Hierarchy of Discriminators provided as directives from the Triathlon Australia High Performance Program and included in **Appendix B** – Discretionary Selection Information.

The above can be demonstrated through:

1. Other individual or team sports.
2. Alternative multisport events.
3. Performances and conduct at TWA Skills events and Training days.
4. A para-athlete who may demonstrate a level of competency and talent considering but not limited to the above attributes.

### **3.2.3 Talent Transfer**

A Talent Transfer athlete is not a current active Triathlon participant (3 or less sanctioned Triathlon events) and may be invited or accepted for one or more Pathway initiatives in addition to the minimum number of automatic and discretionary selected positions within the Pathway.

## **4. SELECTION COMMITTEE**

The Selection Committee will comprise of two Triathlon Australia members appointed by TWA and a TWA Board Member.

## **5. STATE TEAM MEMBERSHIP CONDITIONAL**

- 5.1** 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.
- 5.2** Any athlete selected who fails to meet the above obligation may at the discretion of TWA be removed from the program.

## 6. ANNOUNCEMENT / TIMELINES

Date	Process
03/07/2023	Nominations online open
28/07/2023	Online nominations close (5 pm)
4/08/2023	Provisional State Team announced (and Appeals Open)
7/08/2023	Appeals Close (1 working day later)
9/08/2023	Final State Team selection (announced via TWA website)

## 7. FUNDING

There are costs associated with participation in all events, camps or clinics that may be required to be covered partially or fully by the athlete at times. TWA/ WA Govt invests significantly into the program and will always attempt to ensure any additional costs will be kept to a minimum.

## 8. APPEAL PROCESS

- 8.1** An eligible athlete who fails to be selected for the State Team under the process and criteria set out in this policy may appeal against omission from the State Team as set out in this section.
- 8.2** The basis of any appeal must be that the athlete's omission from the State Team was because of a failure by TWA to properly follow the process set out in this policy.
- 8.3** Any appeal under this clause will proceed in accordance with the following procedure:
- 8.3.1** Any eligible athlete wishing to appeal his/her omission from the State Team must lodge their appeal in writing either themselves, or via their guardian (if under 18 years of age) to the Triathlon WA Pathway Lead, Janine Kaye ([programs@wa.triathlon.org.au](mailto:programs@wa.triathlon.org.au)) by 5:00pm on the next working day following the announcement of the State Team (August 7<sup>th</sup>).
  - 8.3.2** The appeal will be forwarded to the TWA Selection Committee who will review the appeal on its merits.
  - 8.3.3** The athlete will then receive a written response from the TWA Selection Committee. This decision of this committee is final.

## Appendix A – Minimum Performance Standards under (What It Takes To Win) WITTW modelling.

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Relating to 3.2.1 v

Standards have been developed using evidence-based conversation of WT winning times, IAAF and FINA point score conversion and progression window benchmarks.

These standards can be demonstrated in either a sanctioned Swimming or Athletics meet, or a sanctioned triathlon. The Olympic pathway standards are as follows:

Olympic Pathway Minimum Performance Standards			
Individual Discipline	Event	Female	Male
Swim	200m	2:31	2:12
	400m	5:09	4:42
Run	800m	2:22	2:04
	1500m	4:50	4:11
	5000m	17:45	15:10

## Appendix B – Discretionary Selection Information.

As detailed in 3.2.2 ii,

Team	Health	Physiology	Technical skills	Race Intelligence	Mental Skills
U23	Age-Appropriate Training Loads, low injury rates, consistent training history, Nutrition habits meeting energy needs	Potential to develop endurance and critical speed profiles within age-appropriate training loads. High Vo2max, potential to increase loads as a Senior athlete	Sound movement patterns and general motor skills with an ability to make mechanical change easily. Proficient technical competence in at least 1 discipline at World Class level.	Read a race, plan, adapt and deploy race strategy. Manage pacing & use mental and physical strengths to influence race. Understand risk v reward, employ reflective practices.	Perseverance and Passion for long term goals despite challenges. Possess coping strategies, resilience and grit. Ability to learn, plan, reflect and make positive change. Hold self-accountability and competitiveness.
Junior	Age-Appropriate Training Loads, low injury history, consistent training history, Nutrition habits meeting energy needs.	Potential to develop critical speed profiles within age-appropriate training loads.	Sound movement patterns and general motor skills with an ability to make mechanical change. Proficient technical competence in at least 1 discipline.	Read a race, plan, adapt and deploy race strategy. Manage pacing Understand risk v reward, employ reflective practices to learn.	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.
Youth	Age Appropriate Training Loads, low injury rates, consistent training history, healthy Nutrition habits	Potential to develop critical speed profiles within age appropriate training loads.	Sound movement patterns and general motor skills. Proficient technical competence in at least 1 discipline.	Read a race & adapt. Manage pacing . Understand risk v reward, employ reflective practices to learn.	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.