



**STATE PATHWAY PROGRAM
& TARGET TALENT ATHLETES
SELECTION POLICY**

2024 - 2025

1 DEFINITIONS AND INTERPRETATION

1.1 Definitions

In this Selection Policy, the following words and phrases have the following meanings:

Athlete means a person who participates in the sport.

Automatic Selection means the process for selection by reason of participation and engagement in Pathway activities as described in **clause 5**.

AusTri means AusTriathlon.

Discretionary Selection means the process of selecting athletes to the WA Team Futures Squad or AusTri TTA at the discretion of the SC as described in **clause 5.2.2 and clause 6.5**.

DL / DLE means Draft Legal/ Draft Legal Endorsement

Eligible Athlete means an Athlete that meets the requirements in **clause 4**.

Nomination describes the process by which the Athlete, applies for selection in the State Pathway & Talent Target Programs

Sport means Triathlon.

TTA means Target Talent Athletes

TWA means Triathlon WA

SC means the Selection Committee

WA Team means the State Pathway Program including all athletes selected in the WA Team Pathway Program and Futures Squad

WT means World Triathlon

WTFS means WA Team Futures Squad

WTPP means WA Team Pathway Program

1.2 Interpretation

1.2.1 Unless the context otherwise requires, reference to:

- i.** a clause is to a clause of this Selection Policy
- ii.** the singular includes the plural, and the converse also applies
- iii.** persons include incorporated and unincorporated bodies, partnerships, joint ventures and associations and vice versa and their legal personal representatives, successors and permitted assigns and substitutes
- iv.** a party includes the party's executors, administrators, successors and permitted assigns and substitutes.

1.2.2 If a person to whom this Selection Policy applies consists of more than one person, then this Selection Policy binds them jointly and severally.

1.2.3 A reference to time, day or date is to time, day or date of Perth, Australia.

1.2.4 Headings are for convenience only and do not form part of this Selection Policy or affect its interpretation

2 INTRODUCTION

2.1 Scope

This Selection Policy (Policy) details the process and criteria by which TWA will consider and determine the members for the 2024/25 WA Team & Aus Triathlon will determine and consider the members of the 2024/25 Target Talent Program.

2.2 Mission

Happy Healthy Athletes

2.3 Objective of the WA Team Pathway Program (WTPP)

The aim of the WA Team Pathway program is to grow Youth and Junior multisport participation and develop skills for fun and safe progression. The focus of the WA Team program is to provide a nurturing and supportive environment for the development of West Australian athletes aged between 12-23 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 and competition through education and skill development opportunities.

2.4 Objective of the WA Team Futures Squad (WTFS)

The aim of the WA Team Futures Squad is to provide additional support to athletes who have demonstrated the required performance metrics, shown potential through performance behaviours or strong fundamental elements of the Hierarchy of Discriminators. The Futures Squad program athletes will have access to all WA team pathway program activities as well as more specific and appropriate skill development opportunities. The Futures Squad focus will be on preparing and supporting athletes to represent WA at National races.

2.5 Objective of the Target Talent Athletes (TTA)

The aim of the Aus Tri TTA is to identify athletes that demonstrate a capacity to possess the attributes of our Hierarchy or Discriminators, including our WITTW metrics (Appendix A) and provide the appropriate skill development opportunities to progress towards international competition;

3 APPLICATION

- 3.1** If a selected member withdraws, is withdrawn or is declared unfit to continue as a member of the WA Team, the SC may replace that member with a further selection. This discretion is absolute and need not be exercised.
- 3.2** This policy can be amended at any time by the SC 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 is not and shall not be responsible or liable to anyone as a result of any such amendment. Any amended policy will be distributed by TWA by email to all eligible Athletes and posted on the TWA website.

- 3.3** It is the responsibility of athletes, parents and coaches to read and understand this policy, supporting documents and/or policies.

4 ELIGIBILITY

- 4.1 Overall Eligibility.** To be eligible for selection a nominating athlete must:

- 4.1.1** Maintain annual Standard or Premium membership with AusTri
- 4.1.2** Be in good standing with TWA;
- 4.1.3** Not be a AusTri categorised athlete or Talent Transfer centre athlete.
- 4.1.4** Meets the eligibility requirements for citizenship as determined by the Australian government.
- 4.1.5** Be a resident of Western Australia; .
- 4.1.6** Agree to the completion of the relevant Athlete Pre-screening Questionnaire, Pre-participation evaluation and any other relevant athlete profiling screenings requested by TWA, on behalf of AusTri and WT.
- 4.1.7** Athletes are expected to have access to a road bike and must be draft legal endorsed (DLE) or working towards becoming draft legal endorsed by the 1st of October 2024, through the AusTri draft legal endorsement process. Details here [Draft Legal Endorsement Register](#) (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).
- 4.1.8** Athletes are encouraged to have a current AusTri accredited coach. Athletes who don't have a AusTri accredited coach are still eligible to nominate but WA Team communication will only be directed to athletes, parents (U18) and their AusTri accredited coaches. WA team coach professional development opportunities will also only be offered to AusTri accredited coaches who have completed all relevant National Integrity Framework requirements.
- 4.1.9** Will agree to and sign the 2024/2025 Athlete Agreement upon selection in the WA Team or AusTri TTA. If under 18, parents &/or guardians must agree to and sign the 2024/2025 Parent Agreement upon selection in the WA Team. Any selected member or parent/ legal guardian (if U18) in the WA Team not willing to sign the Athlete Agreement will be excluded from the Program and replaced as per the policy.
- 4.1.10** Athletes must complete the [online application form](#) no later than 21st July, 2024. TWA may accept an application after this time in their absolute discretion.
- 4.1.11** Any results submitted as part of the application process must be verifiable.
- 4.1.12** Must pay the athlete levy as invoiced by TWA

4.2 Specific Eligibility. To be eligible for selection Athletes must meet the age eligibility requirements for the 2024-2025 season:

4.2.1 WA Team Pathway Program, athletes must be 13-23 years of age on 31 December 2025 (born in the year 2012-2002)

4.2.2 WA Team Futures Squad, athletes must be 16-23 years of age on 31 December 2025 (born in the year 2009-2002).

4.2.3 AusTri TTA, athletes must be 16-23 years of age on 31 December 2025 (born in the year 2009-2002).

5 SELECTION PROCESS – WA TEAM

Athletes are selected into the WA Team via an application process

- a. To apply to join the WA Team please complete the [online application form](#)
- b. Athletes not selected into the WA Team Futures Squad will automatically be included as part of the WA Team Pathway Program.

5.1 WA Team Pathway Program (WTPP)-

5.1.1 There is no cap on the maximum number of athletes who can be part of the WA Team Pathway Program access to the program can

5.1.2 After the initial intake closes, athletes can express interest in accessing the program by emailing programs@wa.triathlon.org.au

5.2 WA Team Futures Squad (WTFS)

Athletes can apply for selection into the WA Team Futures Squad within their application to the WTPP, and selection can be achieved via the following:

5.2.1 Automatic selection

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

- i. Any eligible U23 or Junior athlete that finishes in the top 15 overall in an individual race will be automatically selected from the following races.
 - Oceania Sprint Championships, Devonport – March 2024
 - Oceania Championships, Taupo- April 2024
 - Oceania Super Sprint Championships, Gold Coast - May 2024
- ii. Any eligible Junior athlete that finishes in the top 10 in an individual race will be automatically selected from the following National races.
 - Australian Super Sprint Champs (Junior A final), Runaway Bay - Dec 2023
 - Junior Oceania Championships, Napier- February 2024
 - National Schools (SSA) Triathlon (Senior race), Rockingham - March 2024
 - Australian Junior Sprint Championships, Wollongong- April 2024
- iii. Any eligible Junior athlete that finishes in the top 5 in an individual race will be automatically selected from the following National races
 - Australian Super Sprint Champs (Youth A final), Runaway Bay - Dec 2023
 - National Schools (SSA) Triathlon (Intermediate race) Rockingham - Mar 2024

- iv. Any eligible athlete who achieves **one** of 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.

5.2.2 Discretionary Selection

- i. If the total number of athletes has not exceeded 20 (male and female combined), the SC may select any remaining positions in the WA Team Futures Squad 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 WA Team Futures Squad, 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 AusTri High Performance Program and included in **Appendix B** – Discretionary Selection Information.

The above can be demonstrated through:

- a. National ranking and results at other local events including Lightning League
- b. Attendance, engagement and attitude TWA Skills events, Masterclasses and Training days.
- c. Commitment to WA Team values and interaction
- d. Skills growth, continued improvement and performance behaviours

6 SELECTION PROCESS - TARGET TALENT ATHLETES

- 6.1 All athletes selected in the TTA must be selected in the 2024/25 WA Team (Pathway Program or Futures Squad)
- 6.2 A maximum of 8 Athletes will be selected for the TTA from WA .
- 6.3 The Selection Committee has the right not to fill all 8 positions in the TTA.
- 6.4 There is no set timeframe for the TTA positions to be filled, AusTri is constantly identifying talent and can include athletes at any stage throughout the year if space allows.
- 6.5 The SC will exercise its discretion in selecting athletes in the TTA. The SC can consider any matter it deems relevant for consideration including (but not limited to) the capacity for the athlete to possess the elements of the Hierarchy of Discriminators as detailed in **Appendix B**, and meeting, at minimum 1 of the WITTW swim & run metrics per gender – **Appendix A**.
- 6.6 The above could be exhibited in competition, or via performances and engagement at previous AusTri Camps/Masterclasses/Training days and attendance and engagement in AusTri online Education Series.

7 SELECTION COMMITTEE

7.1 WA TEAM Selection Committee

The WA Team Selection Committee will comprise of the TWA Executive Director, and up to three members appointed by TWA who are Aus Triathlon members. The TWA Pathway Lead is not a selector. All members are chosen due to their knowledge of the sport, significant experience and independence in this process.

7.2 TTA Selection Committee

The TTA Selection Committee will be comprised of the AusTri Performance Pathway Manager, National Talent Development Coach, National Junior Coach and the Head of Participation.

8 NOTIFICATION OF INDIVIDUAL SELECTIONS

8.1 WA Team Timeline

Date	Process
01/07/2024	Nominations online open for the WA Team and Futures Squad
21/07/2024	Online nominations close (5 pm)
25/07/2024	Provisional WA Team Futures Squad announced via email (and Appeals Open)
26/07/2024	Appeals Close at 5pm (1 working day later)
29/07/2024	Final WA Team and Futures Squad selection announced via email and TWA website

8.2 TTA Timeline

The TTA will be announced to athletes by AusTriathlon. All applicants will be notified of the date post nominations closing.

9 APPEAL PROCESS

- 9.1 An eligible athlete who fails to be selected for the WA Team Futures Squad or Aus Tri TTA under the process and criteria set out in this policy may appeal against omission as set out in this section.
- 9.2 The basis of any appeal must be that the athlete's omission from the WA Team Futures Squad or AusTri TTA was because of a failure by TWA or AusTri to properly follow the process set out in this policy.
- 9.3 In reference to the WA Team Futures squad, any appeal under this clause will proceed in accordance with the following procedure:
 - 9.3.1 Any eligible athlete wishing to appeal his/her omission from the WA Team Futures Squad must lodge their appeal in writing either themselves, or via their guardian (if under 18 years of age) to the TWA Pathway Lead, Janine Kaye (programs@wa.triathlon.org.au) by 5:00pm on the next working day following the announcement of the Futures Team
 - 9.3.2 The appeal will be forwarded to the TWA Selection Committee who will review the appeal on its merits.

9.3.3 The athlete will then receive a written response from the TWA Selection Committee. This decision of this committee is final.

9.4 In reference to the TTA, any appeal under this clause will proceed in accordance with the following procedure:

9.4.1 Any eligible athlete wishing to appeal his/her omission from the TTA must lodge their appeal in writing either themselves, or via their guardian (if under 18 years of age) to the National Pathways Program Officer (pathways@triathlon.org.au) by 5:00pm on the next working day following the confirmation of the TTA

9.4.2 (Date TBC).

9.4.3 The appeal will be forwarded to the SC who will review the appeal on its merits.

9.4.4 The athlete will then receive a written response from the SC. The decision of this committee is final.

10 FUNDING

- i. There are costs associated with participation in masterclasses, events, camps or clinics which are to be covered by the athlete. TWA invests significantly into the program by way of subsidises to ensure that the price is kept to a minimum.
- ii. All WA Team athletes will be required to pay a levy which will help offset some of the costs. Additional costs for special events like camps, races or clinics may also be required to be covered partially or fully by the athlete at times
- iii. Triathlon WA is mindful of minimising costs and will always attempt to ensure prices remain as low as possible.

11 POLICY ENQUIRIES

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 TWA Pathway Lead, Janine Kaye at 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 TWA Executive Director at mel.farley@wa.triathlon.org.au.

APPENDIX A – (What It Takes To Win) WITTW metrics

Categorisation Guidelines – Minimum Performance Standards		
Female	Distance	Range
Swim	400m LC	4:49 – 5:21
Run	1500m	4:15 – 4:53
Male	Distance	Range
Swim	400m LC	4:24 – 4:48
Run	1500m	3:45 – 4:10

APPENDIX B – Discretionary Selection Information as relates to AusTri’s Hierarchy of Discriminators

