

WA TRIATHLON



PATHWAY PROGRAM INFORMATION BOOKLET 2025/26

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OVERVIEW & OBJECTIVES

The Triathlon WA State Pathway Program supports aspiring triathletes aged 13–23 by providing a nurturing and supportive environment where they can grow both as athletes and individuals. The program is designed to develop key tactical, technical, physiological, and psychological skills that support progression through the National Athlete Pathway. The Pathway program offers holistic development opportunities that enhance each athlete's existing training environment. Alongside this, the program fosters a strong team culture and creates safe, supportive spaces where athletes are encouraged to learn, grow, and take on new challenges. Development opportunities are delivered through targeted masterclass sessions, education sessions, team-building activities, and the exciting Pathway Lightning League race series.

TEAM WA

The term TEAM WA encompasses all members of the TWA Pathway Program. Any junior triathlete aged 13 -23 (DOB 2013-2003) who is a member of Triathlon WA will have access to apply to be a member of Team WA. The program will provide opportunities for young athletes to work with multiple coaches and in different learning environments focused on delivering nationally directed objectives, as well as access to state based draft legal racing opportunities (and endorsement as required). Selection will be via a nationally approved selection policy. The ability to apply to be a member of Team WA will be available at any stage throughout the season.

FUTURES SQUAD & TARGET TALENT PROGRAM

The Futures Squad and Target Talent Program are designed for Team WA athletes aged 16- 23 (born 2003-2010) who have demonstrated talent or potential through meeting Aus Triathlon performance standard benchmarks. These programs offer additional support and skill progression opportunities to help prepare these athletes for national-level competition or to progress toward the High Performance pathway. Selection into these squads is completed during the Team WA application process and is based on athletes meeting the required performance benchmarks. Non selection will not have any bearing on any Team WA members ability to access national racing opportunities or TWA support.

- The Futures Squad is a State based program to provide progression opportunities as additional group skill development or education opportunities. Athletes who achieve one of the What It Takes to Win benchmarks or within 10% of both are able to apply to be members of the Futures Squad.
- The Target Talent Program is a state-delivered program, guided by AusTriathlon, designed to identify and support athletes demonstrating the potential to progress along the High Performance Pathway. Athletes who achieve both the What It Takes to Win benchmarks will receive automatic selection into the program. The Target Talent Program includes individualised support tailored to each athlete's specific needs. Selected athletes will also be invited to exclusive camps held in conjunction with the Aspire Camps, providing further targeted development opportunities.

AUS TRIATHLON PERFORMANCE PATHWAY



This season Aus Triathlon has restructured their High Performance Program to create more clarity around development opportunities and the progression steps, with a broader strategy to support their performance goals. While this doesn't affect our state program to a large degree, it is helpful for everyone to understand the changes.

	STATE PATHWAY PROGRAM	TARGET TALENT PROGRAM	ASPIRE	ASCENT	ACHIEVE
MANAGED BY	Pathway Program Officer State Pathway Leads	Pathway Program Officer State Pathway Leads	Head of Performance Pathways (AusTri)	Ascent Academy Manager (AusTri)	High Performance Director (AusTri)
AGE RANGE	12-23 yrs	16-23 yrs	14-21 yrs	17-25 yrs	22-28 yrs
COHORT SIZE	400-500	20-25	20-25	12-16	2-4
ATHLETE CATEGORISATION	Pre-Categorised	Pre-Categorised	Pre-Categorised Talent Transfer Emerging	Emerging Developing Podium Potential	Podium Ready Podium
TIME TRIALS	400m Swim 1500m Run	800m Swim 5km Run	800m Swim 5km Run	800m Swim 5km Run	800m Swim 5km Run
COACHING	State Pathway Coaches	State Pathway Coaches	Aspire Coaches. Aspire Coaching Coordinators (state based)	2 x Ascent Coaches (Gold Coast based)	Podium Campaign Coaches Performance Coach Advisor Specialist Coaches
PROGRAM OFFERINGS	State based skill masterclasses and educational workshops	State based educational workshops, national camp Athlete development plans.	Nationally directed locally delivered pathway programs. IAPP's Educational workshops aligned to WITW, camps, performance support (Emerging athletes)	Full time Ascent Academy (Gold Coast) Fully integrated performance support for Ascent Academy. Some performance support and education for athletes in home DTE's.	Domestic and international DPE's, highly individualised performance support informed by WITW and IAPP.

The Futures Squad is designed to fill any possible gaps and create a more visible progression opportunity at a state level

TEAM WA ACTIVITIES

All activities delivered through the Pathway program are designed with a structure to encourage teamwork, enjoyment and positive progression and is focused on facilitating development opportunities to build the athlete's knowledge in areas such as:

- health & wellbeing,
- technical and tactical skill development,
- goal setting,
- communication with stakeholders,
- season planning
- mental skills

Athletes in the Triathlon WA Pathway should not expect the program to replace an accredited home coach and a Daily Training Environment (DTE). However, participation in the pathway should enhance their DTE and support AusTri Accredited Home Coaches.

Team WA athletes will have access to support, skill development and educational opportunities through masterclass clinics, travelling race camps, and access to specialised draft legal racing opportunities. The masterclass clinics and camps will often be timed around the Australian Youth, Junior & U23 Development Triathlon Series, Oceania World Triathlon Calendar and State & National draft legal racing opportunities.

MASTERCLASSES

Masterclass sessions will be delivered approximately monthly across the season and attendance is optional but highly encouraged. Sessions are structured to meet the needs and numbers of participants, and will be delivered specifically for each age group to ensure we provide the appropriate level of challenge to enable a positive experience to support progression. The aim of each clinic will be skill development, education and building teamwork through fun! Targeted and expert coach support will be provided to the Team WA athletes to ensure we work on raising the skills and confidence of everyone, regardless of their current level.



EDUCATION

Triathlon WA will provide education relevant to athlete development throughout the season and aimed at enhancing all aspects of holistic athlete development. Outside the masterclass sessions, the education opportunities will be delivered online to improve accessibility. The online sessions will be scheduled in the evenings so that athletes can hopefully attend the sessions around training and study commitments. Where possible the education sessions will be recorded and the links sent out to everyone in the following days.

TRAVELLING RACE CAMPS

Travelling and staying together as a team has benefits for both individual growth and team connection. It also reduces some of the barriers for participation around budget (by not having to fly/stay with a parent) and being able to access group travel discounts.

TWA will continue to offer the opportunity to travel and stay as a group for national races for all members of Team WA who are ready for national level competition (For readiness guidelines to ensure everyone has a positive experience, see the information on Page 11). All group travel plans will be guided by the relevant national and state child safeguarding protocols.

The travelling race camps will be athlete funded but TWA will aim to subsidise the cost of coach support to provide the required supervision and race day support for the travelling athletes. The full national calendar is yet to be released, but the Youth and Junior Super Sprint championships in Runaway Bay locked in for December 19-22nd, 2025.



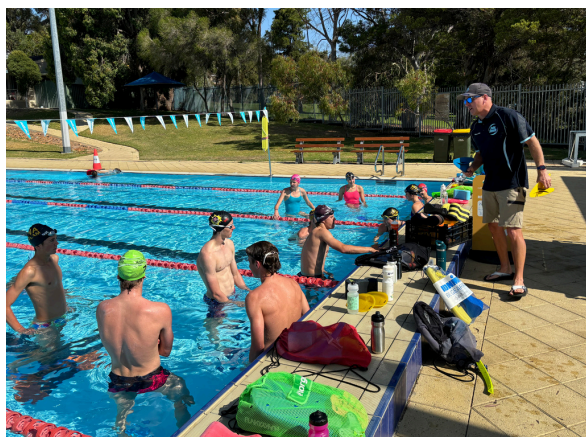
AGE GROUPS

This can be a little confusing, but if you are racing locally, your age is how old you are by December 31st 2025.

For our squads in this program and for national draft legal (DL) racing, we use World Triathlon age groups, which are determined by the year of the next world championships, so it becomes the age you are on the 31st December 2026.

2025/2026	YOUTH	JUNIOR (16-19)	U23
LOCAL RACING Age you are 31 st December 2014	2013-2010	2009-2006	2005-2002
NATIONAL RACING & IN THIS PROGRAM Age you are 31 st December 2014	2013-2011	2010- 2007	2006-2003

For example, if you are 15 or turning 15 by the end of this year you are considered "Youth" for local race entries, but because you turn 16 in 2026, within this program and any National DL racing you would be considered a Junior



INDUCTION DAYS

The following dates have been selected based on venue availability:

- **YOUTH SQUAD - Saturday 9th August 2025, 8.15am - 2.00 pm**
- **JUNIOR & U23 SQUAD - Sunday 17th August 2025, 8.15am - 2.30pm**

While not compulsory, it is highly encouraged that all squad members attend their relevant Induction day as we will be going over all the details of the program, along with explaining the Masterclass sessions, racing opportunities and travelling camps for the season ahead, plus a whole lot more.

Interested Parents and Pathway Coaches are also encouraged to attend the morning information sessions so they can keep updated and ask questions.

As part of the day, we will also be undertaking data collection as required by Aus Triathlon pathway benchmarking protocols, which will be different distances depending on your age group:

- Youth (DOB 2011-2013) - a 1500m run on the track and a 400m swim.
- Junior & U23 (DOB 2003-2010) - a 5000m run on the track and an 800m swim

This is a great way to get some benchmark times for yourself to track your progression across the season and over time. This data will remain private between you, myself, your Aus Tri accredited home coach (if you have one) and select AusTri Pathway staff.

DATA COLLECTION

We will be collecting data for Aus Triathlon twice a year as part of their benchmarking protocols. These will be included at both the Induction Days and again at the end of season windup. You are encouraged to attend both these collection opportunities to allow for accurate data tracking over time. You are also welcome to submit any verified times for these distances from either a race result with a link or a time ratified by an AusTri Performance Coach or higher. The swim must be in a 50m competition pool and the run on a track. The 5000m run must be either on a track or at an IAAF sanctioned 5km road race.

The AusTri minimum performance standards shown below are only being utilized for selection into the Futures Squad or Target Talent programs for season 2025/2026. These times are NOT an expected standard as a member of Team WA, just shown for your understanding around progression into high performance.

At the induction days this season, and other data collection sessions moving forward, Youth squad members will continue to gather 400m swim and 1500m run benchmark times, while the Junior & U23 squads will transition to the new AusTri's new categorization protocols of an 800m swim/5000m run that come into effect for November 2025. These new distances will also be aligned with auto-selection into the Futures Squad and Target Talent program for season 2026/27

Minimum Performance Standards		
Female	Distance	Range
Swim	400m	4:45 – 5:15
Run	1500m	4:15 – 4:53
Male	Distance	Range
Swim	400m	4:30 – 4:57
Run	1500m	3:45 – 4:10



LOCAL CALENDAR

JUNIOR STATE SERIES

For each Junior State Series event, points will be awarded to the top ten (10) eligible TWA members in each junior age group. An athlete's best three (3) results from the State Series events will be considered. For an athlete to be eligible for Triathlete of the Year awards and final leader board placing, they must have competed in a minimum of three (3) state series races.

Overall Junior Triathlete of the Year Awards will be given to the three highest point-scoring male and female triathletes in each Junior age group on the State Series leader board.

The calendar of events can be seen on the TWA website at <https://www.triwa.com.au/junior-development/>

DRAFT LEGAL RACING OPPORTUNITIES

To race Draft Legal, you need a Draft Legal Endorsement (DLE), which will be a focus of the early part of the program for anyone who doesn't have one now. Additional races may be added throughout the season in consultation with race directors.

DATE	LOCAL DRAFT LEGAL RACE OPPORTUNITIES	VENUE
20/09/2025	Thunder Games 2- Bike /Run – only J&23 Squad athletes & elites	Midland Speed Dome
25/10/2025	Lightning League Race 1	Champion Lakes
23/11/2025	Lightning League Race 2	Champion Lakes
18/01/2026	Lightning League Race 3	Champion Lakes



SCHOOL SPORT WA - NATIONAL SELECTION RACES

DATE	SCHOOL SPORT NATIONAL TRIATHLON TEAM SELECTION RACES	VENUE
6/11/2025 & 7/11/2025	School Sport WA Triathlon Championships	Champion Lakes
TBC		
TBC		

NATIONAL CALENDAR

The National calendar has not yet been announced, however as soon as it is released, we will send through the dates and locations. At this stage, we are only confident on the date for the Australian Youth and Junior Super Sprint Champs which will be in Runaway Bay (Gold Coast) from December 19-22, 2025

PATHWAY DRAFT LEGAL RACING SERIES



The Lightning League Series is only available for Pathway athletes to enter who have a draft legal endorsement. The race series is designed to support skill development, building race intelligence opportunities and most importantly, team bonding and having FUN!

You can register for either individual races or sign up for the whole series. We will continue to have FOUR teams, but last years teams may be reworked to create balance and equality as best we can to accommodate new TEAM WA athletes. Each team will continue to have coach support!

Massive thanks to Carnac for their continued sponsorship of the series.

The dates are outlined below. The Athlete Guide with race formats and links will be available soon.

1

ROUND 1

DATE: Saturday 25th October 2025

FORMAT: TRIPLE MIX : SBR/RBS/RSB

2

ROUND 2

DATE: Sunday 23rd November 2025

FORMAT: EQUALIZER : SBR/SBR

3

ROUND 3

DATE: Sunday 18th January 2026

FORMAT: MIXED RELAY : SBR- tag- SBR x 2



PATHWAY DRAFT LEGAL RACING PROGRESSION EVENTS



Thunder Games is a series designed to expand on building Draft legal skills and race intelligence for our older Pathway athletes (DOB: 2010-2003) and to give additional racing opportunities for our elite athletes who are no longer in the program but still racing draft legal events.

At this stage we have 2 events planned and we will seek feedback from Athletes and coaches to look to expand it in future. The events will be focused on creating unique and fun opportunities for skill development under pressure and at speed that challenge athletes appropriately and try to fill some of the gaps we have identified from national level racing.

1

ROUND 1 - SWIM-RUN

DATE: Saturday 25th October 2025

LOCATION: Stirling Leisure Centre, Inglewood

2

RACE 2 - BIKE-RUN

DATE: 20th September 2025

LOCATION: Midvale SpeedDome (or ThunderDome)

We are still working on a few of the finer details, but the athlete guide with race formats and details will be available soon, as well as the link to register. Younger pathway athletes will still be given the same skill development opportunities but without the pressure of racing at speed while they develop those skills.



GUIDE FOR YOUTH & JUNIOR RACING PROGRESSION

Deciding on which races to target, locally or nationally, can be challenging for athletes, parents and coaches. This information is designed to give you a brief overview of the options and some guidelines around when it might be suitable and appropriate for you. Hopefully it will provide some direction to the most effective and sustainable way to plan races to ensure each athlete is having a positive race experience by racing at the correct level to maximise gradual development.

Of course, each athlete is different, and the below serves as a BROAD GUIDE around what the different levels of competition look like – NOT RULES. Please consult your home coach in the first instance and/or me as the Pathway Lead if unsure about the suitability of any races on the calendar.

LOCAL RACING:

An athlete at this level might look like:

- Aged 12-23 (age you are 31st December 2025)
- 0-2 years draft legal experience
- Completely new to one, two or all three individual disciplines

This is the foundation level of racing. All pathway athletes should be racing locally – All ages and all levels.

This is where athletes of all levels learn race craft and put into practice all the things they work on in training. Where they can learn from mistakes and identify areas of their training that aren't preparing them adequately for racing.

NATIONAL NON CHAMPIONSHIP RACING:

An athlete at this level might look like:

- Aged 14-23 (race dependent as to age on 31st December 2025 or 2026)
- 2+ years draft legal triathlon or cycling experience
- Relatively new to one or two individual disciplines, competition experience in one or more

This is the next level of racing for athletes that have developed skills and race craft that have allowed them to be COMPETITIVE at local racing. This level of racing will challenge athletes and assist in progressing skills and race craft outside of their familiar environment.

NATIONAL CHAMPIONSHIP RACING:

An athlete at this level might look like:

- Aged 14-23 (age you are 31st December 2026)
- 3+ years draft legal triathlon or cycling experience
- Competition experience in all three individual disciplines

This level of racing is very competitive and challenging for athletes on many levels and is not recommended for athletes that aren't competitive at local level racing. This level of racing provides a great opportunity for older, more developed athletes in the pathway to compete against similar athletes from all over Australia when they are ready. The times above are a guide to ensure athletes are prepared to compete and do not have a negative experience by being lapped out and withdrawn from the race.

PHYSICAL STANDARDS & FITNESS - The guideline standards for athletes to compete are set out below. Please note this is a **GUIDE** to ensure athletes are prepared to compete and do not have a negative experience by being lapped out and withdrawn from the race. For further information to determine if an athlete is ready for national level competition please refer to your respective STTA Program Manager.

FEMALES	SWIM DISTANCE/TIME	RUN DISTANCE/TIME
JUNIOR	400m/5:30	1500m/5:45
YOUTH	400m/6:00	1500m/6:00

MALES	SWIM DISTANCE/TIME	RUN DISTANCE/TIME
JUNIOR	400m/5:15	1500m/5:15
YOUTH	400m/5:45	1500m/5:30

INTERNATIONAL RACING:

An athlete at this level might look like:

- Aged 16-23 (age you are 31st December 2026)
- 3+ years draft legal experience including national level tri
- Competition experience at national level in one or more individual disciplines

Juniors and U/23 athletes have some opportunities to race internationally or in Australia in international fields. This level of racing serves as a great intro for top age Juniors and U/23 athletes that are looking to progress into the HP pathway. Entry for these events will be suggested to athletes that we see as ready and entry links for nominations will be provided.

UNIFORM & COMPETITION RULES

Draft Legal racing requires athletes to wear a specific Tri-suit and we have a special Team WA one that aligns with the AusTri branding for all the states and is draft legal (DL) compliant. The WT Uniform Guidelines can be found on the World Triathlon (WT) website: [World Triathlon Uniform Guidelines](#). Things to note:

- For local DL racing, the preference is for you to have a DL compliant suit, but if you don't, you may still compete ideally in a "cleanskin" race suit with no sponsors or markings. We appreciate not everyone may have one early in the season, so the technical officials will make provisions at local races.
- For anyone planning to race at national races, you must wear a triathlon race suit that meets the WT uniform guidelines specifications and include surname placement, rear zip (males), and logo size(s).
- You cannot race in a suit that has someone else's name on it.
- For non drafting races, athletes may wear any suit they prefer.

Team WA uniforms will be available to purchase through the Scody online shop. **The shop will open on the 28th July and close on the 10th August.** A link will be sent out with instructions when the shop opens. The shop will also have other items that you can choose to purchase but are under no obligation including cycle kit, running gear and bathers. At a minimum we would love to see everyone in a Team WA T-shirt and tri suit. If you have an older trisuit that is WT compliant that still fits you, there is no obligation to buy a new Team WA one until you need it.

This season we will be continuing to combine uniforms with SSWA to save athletes needing two separate uniforms, so those athletes who have been on the SSWA national team or are hoping to be selected this season, are able to select a suit that includes the SSWA logo on the suit side panels.

ALL Team WA athletes must have access to a road bike and either have a Draft Legal Endorsement (DLE) or be working towards becoming draft legal endorsed through their first season with Team WA. If you don't currently have a DLE, please review the [AusTri Cycling Aptitudes Standards](#) CAS1 guidelines and work on building your skills and confidence with the aim to be ready to be assessed early in the season. TWA be providing bike skills sessions in August to assist with building skills and confidence, and for assessment purposes..

Draft legal competition rules are set by World Triathlon and can be found at [World Triathlon Race Competition Rules](#). The WT rules include:

- Type of bicycle and wheels - must both be UCI approved. UCI approved bikes will have a sticker on the frame, and the UCI Approved Wheel list can be found at [UCI Wheel List](#)
- Choice of handle bars (width and angle of brake hoods)
- Wetsuit use restrictions based on temperature (air and water).

It is the athlete and coach's responsibility to know and understand the WT and Aus Triathlon Draft Legal rules.



SPORT INTEGRITY AUSTRALIA

Every athlete needs to be aware of their obligations with respect to Anti-Doping and Sport Integrity. Each athlete who is a member of the TWA Pathway Program must complete the following Sports Integrity online courses as outlined below, and email your completion certificate to Janine no later than 22nd August 2025

- Annual Update 2025
- Anti-Doping Fundamentals Course (formerly Level 1)
- Safeguarding Children and Young People in Sport Induction
- National Integrity Framework



To register for and complete the courses go to: <https://elearning.sportintegrity.gov.au>

If you have completed any of these in previous years, you don't need to do them again as they remain active. You would only need to complete any new updates or any new modules that might be required. Every pathway athletes needs to be signed off as completed to be able to access certain opportunities.

Please email your Certificate of Completion to janine.kaye@wa.triathlon.org.au before the 22nd August 2025

Please be mindful of the date that this requirement is a condition of your athlete agreement. Failure to complete and send the certificates could impact your inclusion in some racing opportunities. There may be anti-doping control at a number of national events, and it is your responsibility to understand your obligations with respect to the key areas of anti-doping such as prohibited substances and methods, therapeutic use exemptions, doping control and whereabouts.

We would also encourage all parents of athletes within the Pathway to complete the same courses as part of your awareness process which ultimately assists your child through their sporting journey. Completion is not compulsory for parents; however, we do highly encourage our Pathway parents to be as well informed as possible, and this online, free e-learning tool is an excellent resource.

Please note: Parents and Athletes will need separate login and email details to receive their own completion badge.



CHILD SAFETY & MEMBER PROTECTION

The Boards and staff of Aus Tri and Triathlon WA are committed to creating a safe, fair and inclusive sporting environment for our members, participants and stakeholders. Board members, committee members and staff undertake to apply core values of health, enjoyment, belonging, achievement and respect to everything we do.

We seek to prevent all forms of harassment, discrimination and abuse, and to promote positive behaviour amongst our athletes, coaches, staff, committees and board. Harmful, unlawful and socially inappropriate behaviour will not be tolerated by Triathlon WA. Should anyone feel that they have been the subject to any form of inappropriate behaviour, athletes and or parents are encouraged to contact the TWA Pathway Lead or WA Executive Director (details on the last page) or contact Sport Integrity Australia using the contacts provided through this link, [Aus Triathlon National Integrity Framework](#)

We encourage all Athletes, Parents & Stakeholders to familiarise themselves with these documents:

- [Aus Triathlon Code of Conduct](#)
- [SIA "Your Rights in Sport"](#)

COMMUNICATION

Email will continue to be a main point of contact and ideally sent directly to all Team WA athletes so they can learn to take responsibility for their involvement in the program. Any parents/guardians of U18 athletes will be cc'd in for information purposes. If both parents/guardians wish to receive these emails, please make sure you have either added both sets of details in the application process or contact Janine with the additional contact details after the Team has been announced.

Home coaches who are registered accredited AusTri coaches will also be copied into communications for information purposes & may be contacted directly for athlete information (skill competencies, race plans, IADP etc.) or individual Coach development opportunities.

This season we will continue to use STACK TEAM App for brief communication sharing & any quick updates, changes to plans etc, so please download the app if you haven't already. I will go through and manually edit any past athletes that need to change to a different squad once the Team is announced. It is expected athletes will have notifications turned on and respond to any communications accordingly.

Regardless of the communication means, we encourage athletes to personally respond to communications on all matters relating to camps, clinics, races & related logistics within a reasonable timeframe. Athletes should be responsible for their own development within the sport & are expected to own the communication between stakeholders. This is a key objective of the program to foster both independence and active participation.

For all athletes under 18, communications between the athlete and Triathlon WA staff must always include a parent or guardian. This should occur by CC'ing a parent / guardian on all communications via email, or including them in group messages. We strongly encourage parents and home coaches to talk to athletes about logistics and questions you may have & enable your child (athlete) to communicate directly with the relevant TWA employee via TEAM App or email, and include parents and home coaches in both forms.

Please refer to Aus Tri's [Social Media Guidelines](#) and [Member Protection Policy](#) for acceptable behaviors in this space.



ATHLETE LEVY

The Pathway program continues to be generously supported by funding from the local government and TWA board. To further expand the program and ensure we provide quality masterclasses and educational opportunities, a levy of \$170 (plus GST) will be charged to all athletes in the program this season. The levy will be invoiced to successful applicants once the squads for Team WA are finalised and announced. All money collected will be dedicated to the program and the athletes within it.

A regional discount will be applied and financial assistance is available for families that may require support.



TWA CONTACTS



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