



# TRIATHLON NSW PATHWAY GUIDELINE

---

## SEASON 2020-2021

---

## Our Philosophy

A program for the development of identified athletes aged 13 – 23 years in a 3 tiered structure that aims to:

- For our Youth aged athletes 13 – 17 to develop their physical literacy, skill set and fall in love with the sport without specialisation. *‘Do Triathlon, Don’t be a Triathlete’*
- For our Junior aged athletes 16 – 19 prioritise wellbeing and welfare, to build ‘robustness’ physically and psychologically. Support a ‘school first’ mentality whilst providing opportunities for further technical execution and tactical exposure in race environments and developing independence and ‘life skills’.
- Support athletes post school from ages 18 – 23 whilst transitioning from Junior to Elite racing. Providing exposure to performance demands and skill execution under stress, fatigue and pressure, whilst developing behaviours consummate to future international success.

## Objectives:


To create environments which athletes can develop the necessary tactical, technical, physiological and psychological skill competencies to aid the transition to National and international level competition success.

Enable the athletes accredited home coach development opportunities and support. The Pathway is not designed to replace or supplement an accredited home Coach or Daily Training Environment.

The **Pathway** is fully aligned with, and under the continued guidance and direction of Triathlon Australia’s National High Performance Program.

The Pathway follows an evidenced based approach to our methodologies.

## Pathway

 <b>TNSW DEVELOPMENT PATHWAY</b>						
PROGRAM	AGE*	SPORT SPECIALISATION	CAMPS / CLINICS	RACING	COACHING	COMPETITION FOCUS
REGIONAL ACADEMY OF SPORT PROGRAMS / REST OF STATE TALENT ACADEMY	13 - 17	NO <i>‘DO TRIATHLON, DON’T BE A TRIATHLETE’</i>	SKILLS CLINICS/ RACE CAMPS	REGIONAL AND STATE	CLUB TRAINING GROUPS AND SPORTS SPECIFIC	SKILL DEVELOPMENT FUN / FRIENDS FALL IN LOVE WITH SPORT
TNSW EMERGING TALENT SQUAD	16 - 19	YES (WITH RELEVANT COMPLIMENTARY SPORTING EXPOSURE)	TRAINING AND RACING CAMPS	STATE AND NATIONAL	DTE	SKILL DEVELOPMENT/ TECHNICAL EXECUTION/ TACTICAL EXPOSURE
TNSW U23 DEVELOPMENT SQUAD	18 - 23	YES	TRAINING AND RACING CAMPS	NATIONAL AND INTERNATIONAL	DTE AND DPE	MULTI FACETED EXPOSURE UNDER STRESS/ FATIGUE OR PERFORMANCE

\*AS AT 31 DECEMBER IN THE YEAR OF QUALIFYING WORLD CHAMPIONSHIP. DTE - DAILY TRAINING ENVIRONMENT DPE - DAILY PERFORMANCE ENVIRONMENT



### **Rest of State Talent Academy (ROSTA) and Regional Academies of Sport (RASI)**

The previous program entitled 'TNSW Talent ID' has been removed in season 2020/21, & replaced by a new program called 'Rest of State Talent Academy' ('ROSTA'). This will be aligned with the current Regional Academies of Sport Programs (RASI), conducted around NSW.

The ROSTA is the newly formed program designed to service those who do not have access to a Regional Academy of Sport ("RASI") due to their geographic location. Those who do not have access to a Regional Academy of Sport program are invited to apply for the ROSTA.

The NSW Regional Academy of Sport inc. (RASI) Programs form an important component to the success of the NSW Development Pathway, particularly in the Youth age group. The RASI program is considered a parallel program to the ROSTA. Local, state and national racing opportunities are extended to athletes from both the ROSTA and RASI programs.

RASI's allow developing athletes to regularly access quality coaching and racing opportunities; which has been identified as playing a vital role in an athlete's long term development. Athletes in RASI programs also gain opportunities to train with other athletes of similar skill and receive further sport theoretical educational opportunities in holistic athletic performance.

The ROSTA program will take the form of one day clinics and race camps for those who do not have access to a RASI.

It is not permitted for an athlete to be a member of both the ROSTA and RASI program concurrently. Athletes who are eligible to take part in their RASI program must apply and join their local RASI. The ROSTA will be available for athletes who do not have access to a RASI program, due to their geographical residence lying outside of a catchment zone.

**Athlete Levy:** \$400 (exclusive of GST) This Levy subsidises uniform cost, Clinics, Service providers and race camps. The athlete levy is payable to confirm an athlete's place in the program.

### **ROSTA Uniforms**

A uniform unique to ROSTA athletes will be developed. This will have the 'Triathlon NSW' & ROSTA logo, and have its own unique design and colour scheme. The design will also reinforce the parallel nature of the RASI programs.

Compulsory Items for purchase for the ROSTA:

- **ROSTA Team shirt & Tri suit**

## RASi Programs

The following RASi's offer a triathlon program. To gain an idea of where their 'catchment areas' sit, and your appropriate RASi to apply for, please review each RASi as appropriate.



[CLICK here](#) for more information on the WSAS.



[CLICK here](#) for more information.



[CLICK here](#) for more information



[Click here](#) for more info.



[CLICK here](#) for more info.



[Click here](#) for more information

## Selection Calendar RASi/ROSTA

Date	Process
01/08/2020	Nominations online open for all RAS and ROSTA squad
23/08/2020	Online nominations close (5 pm)
26/08/2020	Provisional Squad announced and Appeals Open (2 days)
28/08/2020	Appeals Close (2 days later)

## RASi/ROSTA Specific Racing

Date	Event	Location
16 – 18 April 2021	Academy Games Triathlon	Central Coast



**EMERGING  
TALENT  
SQUAD**



**UNDER 23  
DEVELOPMENT  
SQUAD**

### **TNSW Emerging Talent Squad and TNSW U23 Development Squad**

These programs are Training Camp and race camp based, timed around the Australian Youth, Junior & U23 Development Triathlon Series, Oceania ITU Calendar and State & National draft legal racing opportunities. The Program has a specific focus on providing support to athletes and their home programs to develop skills in the draft legal format.

Athletes in these programs will benefit from further engagement to develop coaches and their home programs with inclusion, reward and recognition.

These two programs are designed for athletes to utilise opportunities to develop their skills and knowledge not only within the sport of triathlon, but in life generally. They will be exposed to challenges and failure and supported to achieve, progress, learn and develop. The program will provide different outcomes to different athletes, and the athlete will be able to contribute to the success of the program and as such will be able to gain more value from it.

Triathlon NSW supports the pathway as a method to identify athletes from TNSW Affiliated Clubs and individually coached programs to the level where, based on talent and performance, they may be eventually categorised professional athletes with NSWIS or AIS support.

Our Emerging Talent Squad and U23 Development Squad athletes will all be required to submit an Individual Athlete Development Plan by 1 October 2020 & reviewed and updated within 6 months and resubmitted by email. A monthly run load chart must be submitted by the 2<sup>nd</sup> week of each month by email to the Pathway Manager. Athletes within the program will be incentivised to comply with the consistent submission of accurate and up to date information by way of program subsidies and potentially TAHP opportunities.

Our U23 Development Squad athletes are bound to contribute to the Sport by undertaking either a Technical Official Course or Foundation Coaching Course. Athletes will have the choice of which course they choose and a 50% payment of course fees will be made and fully reimbursed upon successful completion of the chosen course:

- Details of the Foundation Coaching Course can be [found here](#)
- Details of the Technical Officials Course can be [found here](#)

**TNSW Emerging Talent Squad Athlete Levy:** \$400 (exclusive of GST) This Levy subsidises uniform cost, Clinics, Service providers and race camps. The athlete levy is payable to confirm an athlete's place in the program.

**TNSW Under 23 Development Squad Athlete Levy:** \$400 (exclusive of GST) This Levy subsidises uniform cost, Clinics, Service providers and race camps. The athlete levy is payable to confirm an athlete's place in the program.

## Selection Calendar TNSW Emerging Talent Squad & U23 Development Squad

Date	Process
01/07/2020	Nominations online open TNSW ETS and TNSW U23 Squads
7/08/2020	Online nominations close (5 pm)
13/08/2020	Provisional Squad announced and Appeals Open (2 days)
15/08/2020	Appeals Close (2 days later)
17/08/2020	Final Squad selection (announced via TNSW website)

### Squad Camps

Emerging Talent Squad Camp 26 September – 2 October 2020 @ Orange NSW

U23 Development Camp - 2 – 14 January 2021 @ Armidale NSW

### Uniforms

Athletes are required to purchase a uniform pack, which is developed exclusively for members of the TNSW ETS and TNSW U23 Development Squad. The compulsory items for purchase are listed below. Other items will be available for purchase if athletes desire & we would encourage these purchases however they are by no means compulsory.

Compulsory Items for purchase (Unless you have earned an Australian ITU Junior/U23 Tri Suit) are:

- **U23 Development Squad:** Tri Suit x 1 and Team Polo
- **Emerging Talent Squad:** Tri Suit x 1 and Team Polo

All cost details will be sent to you in a separate email (including sizing chart).

### ROSTA, RASi, TNSW ETS and U23 Development Squad requirements, expectations and objectives

#### Camp Attendance

For those athletes selected, there is an expectation that your acceptance into the program includes your commitment to attend the relevant camps. Non-attendance will be accepted on reasonable grounds such as School/University commitments (e.g HSC study), Injury or recovery from injury that prevents you from participating in the camp activities and meeting camp objectives. Family holidays are not considered a valid reason for non-attendance to a camp and your acceptance to attend subsequent race camps may be void as a result.

#### Race Attendance

Race attendance is not compulsory given the obvious expense incurred by families in attending multiple regional or interstate events. It is an expectation that you invest in competing at a minimum of 1 of the Australian Youth, Junior or U23 Development Series events (where you meet qualification requirements) and this would only be compromised by unforeseen injury or illness.

Competing in some races of the Billigence TNSW Pathway Championship Series will be expected (where you meet qualification requirements) and this would only be compromised by unforeseen injury or illness.

An annual race plan as part of an Individual Athlete Development Plan (IADP) will be requested for submission by Emerging Talent Squad and U23 Development Squad athletes in consultation with your home coach which should include these relevant races.

### **Race and Camp Start / Finish Point**

Each camp will include information confirming the 'Camp Start Point' and 'Camp Finish Point'. This is the place where Triathlon NSW will be assuming the duty of care for the athlete, chaperoned by Triathlon NSW staff.

It is the responsibility of the parents (or athletes if 18 years old or older) to ensure an athlete is dropped at the Camp Start Point and collected at the conclusion of the Camp Finish Point.

### **Communication**

Key program information will be communicated via email directly to the athletes registered email address with parents copied into all emails for information purposes (for athletes Under 18).

Home coaches who are registered practicing 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.

Some communications may be posted on social media, however email will be our primary source of communication. It is expected athletes will check their emails regularly (every couple of days) and respond to emails accordingly copying in their parents and Home Coach. If athletes choose to use a School, university or work email address, these emails must be accessible all year round.

Follow Triathlon NSW on the following social media platforms.

Facebook - <https://www.facebook.com/TriathlonNSW/>

Twitter - <https://twitter.com/triathlonnsw>

Instagram - <https://www.instagram.com/triathlonnsw/>

**It is the responsibility of the athlete to respond to emails on all matters relating to camps, clinics, races & related logistics within a reasonable timeframe.**

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 TNSW Pathway Manager via their own email address copying in parents and home coaches.

Athletes are responsible for their development within the sport & are expected to own the communication between stakeholders. This is key objective of the program.

Residential stay group communications may utilise social media group messaging Applications controlled by TNSW that include attending athletes and their parents (e.g. *Microsoft Teams*).

## Athlete Pre Screenings

The welfare and wellbeing of the athletes is of the utmost importance and all athletes will be required to complete a Pre-screen which mitigates the risk for the athlete and Triathlon NSW.

This information is provided to Triathlon NSW via Operoo (online platform) and must be signed by both the Athlete and a Parent / Guardian (if U18) and returned to Triathlon NSW and will be treated in accordance with the Triathlon NSW Privacy Policy within the specified time frame.

To learn more about the security measures of Operoo [CLICK HERE](#).

An additional requirement will be a Pre-Participation Questionnaire (PPE). The International Triathlon Union (ITU) rule 2.4c requires all ITU Junior athletes to complete a medical **PPE** prior to competing in any international ITU event, including OTU events in Australia. [ITU Race Competition Rules - Page 9 Rule 2.4c](#).

For Triathlon Australia to meet this criteria all JUNIOR Athletes MUST submit Page 2 to [keith.flory@triathlon.org.au](mailto:keith.flory@triathlon.org.au) before nominating for an ITU Event. We note the sensitivity of information that may be disclosed in the document and this will be treated in accordance with the Triathlon Australia Privacy Policy.

## Calendar

Further details regarding camps, clinics, and races will be published as soon as they are known.

One day Clinics designed for ROSTA athletes are not compulsory, however a minimum level of commitment will be required. Clinics will be offered across the State regionally to provide opportunities for athletes and coaches not located in metropolitan Sydney to participate in.

The TNSW Emerging Talent Squad and TNSW U23 Development Squad will conduct camps throughout the year. Athletes from the ROSTA or RASi may be invited into an Emerging Talent Squad camp at the discretion of the NSW Pathway Manager, likewise, an Emerging Talent Squad athlete may be invited into an U23 Development Squad initiatives (& vice versa).

Athletes who meet relevant qualification standards for Australian Youth, Junior & U23 Triathlon Series events can be invited into 'Race Camp' environments. Race Camps will be conducted at nominated Australian Youth, Junior & U23 Triathlon Series events.

Qualification at minimum:

- Endorsed to race draft legal events;
- Approved to travel with the NSW Team by the TNSW Pathway Manager.





Date	Event	Location
11 October 2020	Triathlon & Time Trial	Illawarra
8 November 2020	Super Sprint Triathlons	Maroubra
28 – 29 November 2020	Super Sprint & MTR Championships	Orange
10 - 11 January 2021	Aquathlon & Enduro Triathlon	Tomaree
6 February 2021	Aquathlon	Cronulla
7 February 2021	Super Sprint Enduro Triathlons	Macquarie Fields



Date	Event	Location
22 – 24 February 2021	NSW All Schools Championships	Penrith
9 – 12 March 2021	National Championships	Moreton Bay



**Billigence Talent Identification Camp-4 - 6 December 2020 @ Narrabeen NSW**



**Australian Youth, Junior & U23 Triathlon Series**

10 – 13 December 2020 – AJYTS Super Sprint Weekend Runaway Bay QLD

16 – 17 January 2020 – AJYTS Canberra ACT

27 – 28 February 2021 – AJYTS Devonport TAS

\* U23 Athletes must hold a Professional Licence which to compete in ITU Continental Cups

## Anti Doping

Every athlete needs to be aware of their obligations with respect to Anti-Doping. Therefore, each athlete who is a member of the Triathlon NSW Development Pathway must complete the Sport Integrity Australia online e-learning requirements as noted below:

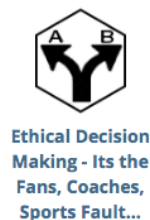
- Clean Sport 101 at minimum (ROSTA & RASi Programs only)
- Level 1 Anti Doping Course (Emerging Talent Squad & U23 Development Squad)
- Level 2 2020 Anti-Doping Course (Emerging Talent Squad & U23 Development Squad)



There will be anti-doping control at a number of the targeted 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.

Additionally, all athletes must complete:

- Ethical Decision Making – Starter Course
- Ethical Decision Making – Moral Duty or Team Duty Course
- Ethical Decision Making – It's the Fans, Coaches, Sports Fault
- Ethical Decision Making – Helping or Dobbing?



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

**You must complete these courses and send the certificate of completion to the NSW Pathway Manager by 15<sup>th</sup> September 2020** via email ([mick.delamotte@nsw.triathlon.org.au](mailto:mick.delamotte@nsw.triathlon.org.au)).

We would **encourage all parents** of athletes within the Pathway to complete the *Parents' Guide to Clean Sport* courses to provide awareness which ultimately aids your child through their sporting journey. Completion is not compulsory, having Pathway parents well informed provides sound home support.



### **Online Drivers Knowledge Test**

As part of the development camps you will likely participate in group cycle rides on public roads. As your safety is our number one priority it is important that all athletes understand the rules of the road.

Therefore, we require all athletes within the NSW Development Pathway to either present their current Learners Permit or Drivers Licence as proof of their successful completion of the Drivers Knowledge Test. Alternatively, those who are too young to gain their licence are required to complete the online NSW Drivers Knowledge Test as proof of your understanding of road rules and driving concepts. Please refer to the below link and email a screen print of your pass

<https://practicetest.rms.nsw.gov.au/pages/practice-tests?init=true>

**You must complete this course and send proof of successful completion to the NSW Pathway Manager by 15<sup>th</sup> September 2020 via email** ([mick.delamotte@nsw.triathlon.org.au](mailto:mick.delamotte@nsw.triathlon.org.au)).

### **Triathlon Australia Member Protection Policy**

The Boards and staff of Triathlon Australia and Triathlon NSW 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 our core values of health, enjoyment, belonging, achievement and respect to everything we do.

In particular, 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 Australia.

Should anyone feel that they have been the subject to any form of inappropriate behaviour, athletes and or parents are encouraged to contact the TNSW Executive Director as the organisations Member Protection Information Officer.

For the latest Triathlon Australia Member Protection Policy [Click here](#)

### **Code of Conduct and Athlete Agreement:**

All Athletes and Parents/Guardians of athletes under 18 must abide by the Code of Conduct and Terms and Conditions of the Athlete Agreement.

**You must sign this agreement and send to the NSW Pathway Manager by 15<sup>th</sup> September 2020 via email** ([mick.delamotte@nsw.triathlon.org.au](mailto:mick.delamotte@nsw.triathlon.org.au)).

### **Parent Code of Conduct and Parent Agreement:**

Parents/Guardians of athletes under 18 will be required to sign a Parent / Guardian Agreement. This agreement will include a Code of Conduct and outline behaviour expected of parents (s) / guardians.

**You must sign this agreement and send to the NSW Pathway Manager by 15<sup>th</sup> September 2020 via email** ([mick.delamotte@nsw.triathlon.org.au](mailto:mick.delamotte@nsw.triathlon.org.au)).

### **Parent Membership Optional**

Both parents of an athlete in the NSW Development Pathway are highly encouraged to maintain annual membership with Triathlon Australia. It is noted that this can be the 'Non Competing / Non Training' social membership, which is currently \$5.

We encourage this membership option to support the sport.

### **Adding additional logo's onto your Tri Suit:**

In order to recognise your home program, we would encourage you to provide your Club &/or accredited Coaching Group's logo for printing onto your tri suit. Although any sponsor, squad or club logo can be added to your Tri Suit and this will occur via the online shop links which will be provided to you in an email.

We encourage all athletes to take advantage of this opportunity although please note that this is an additional expense at the point of sale, which must be covered by the athlete / parents. Those costs are set by our apparel supplier, not Triathlon NSW

### **Key Contacts**

**Mick Delamotte**

Triathlon NSW Coach & Pathway Manager

[mick.delamotte@nsw.triathlon.org.au](mailto:mick.delamotte@nsw.triathlon.org.au)

**Adam Wicks**

Chief Executive Officer - Triathlon NSW

[adam.wicks@nsw.triathlon.org.au](mailto:adam.wicks@nsw.triathlon.org.au)