

TEAM WA SELECTION POLICY 2025/26

STATE PATHWAY & TARGET TALENT PROGRAM

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.

AusTri means AusTriathlon

DLE means Draft Legal/ Draft Legal Endorsement

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

FS means Futures Squad

Nomination describes the process by which the Athlete applies for selection in the State Pathway Program

Sport means Triathlon

SPP means the State Pathway Program

Team WA means all athletes selected into the SPP including the Futures Squad

TTP means Target Talent Program

TWA means Triathlon WA

SC means the Selection Committee

WT means World Triathlon

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, Western 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 details the process and criteria by which TWA will consider and determine the members for the 2025/26 Team WA State Pathway Program, including the Futures Squad and Target Talent Program.

2.2 Mission

Happy Healthy Athletes

2.3 Objective of the State Pathway Program (SPP)

- 2.3.1** Provide a nurturing and supportive environment for West Australian triathletes aged between 13-23 years
- 2.3.2** Provide unique and holistic development opportunities that complement and enhance each athlete's home training environment,
- 2.3.3** Cultivate a team environment that fosters camaraderie, pride, and shared success

2.4 Objective of the Futures Squad (FS)

- 2.4.1** Provide athletes who have demonstrated potential with additional specific and appropriate skill development opportunities to prepare them to compete at national competition level or higher.

2.5 Objective of the Target Talent Program (TTP)

- 2.5.1** Provide athletes who have demonstrated talent with unique development opportunities that support their progression towards the High Performance (HP) Pathway.

3 APPLICATION

- 3.1** It is the responsibility of athletes, parents and coaches to read and understand this policy, supporting documents and/or policies.
- 3.2** This policy can be amended at any time by the SC if an amendment is necessary because of any change in the National or State 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.

4 ELIGIBILITY

a) **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 Meets the eligibility requirements for citizenship as determined by the Australian government
- 4.1.4 Be a resident of Western Australia
- 4.1.5 Not be within AusTri: Aspire, Ascent & Achieve programs
- 4.1.6 Not be serving any current sanctions.
- 4.1.7 Have access to a road bike and must be draft legal endorsed (DLE) prior to their first Draft Legal race. To gain their DLE, an athlete must demonstrate competency across all Level 1 skills within the Cycling Aptitude Standards. More details can be found [here](#). Athletes will be provided with opportunities to achieve their DLE through Pathway sessions or an AusTri accredited Performance Coach can verify their competency.
- 4.1.8 Consider being supported by a current AusTri accredited coach. Athletes who don't have an AusTri accredited coach are still eligible to nominate, however communication will only be directed to athletes, parents (U18), and their AusTri accredited coaches. Any coach professional development opportunities will only be offered to AusTri accredited coaches. The AusTri Coach Finder, found [here](#), lists all currently accredited coaches.
- 4.1.9 Agree to, and sign, the [Team WA Athlete Agreement 2025-26](#) upon selection in the SPP. If under 18, parents &/or guardians must also agree to and sign the 2025/2026 Parent Agreement upon their Child's selection. Any selected member or parent/legal guardian (if U18) not willing to sign the Athlete Agreement will be excluded from the SPP.
- 4.1.10 Complete the online application form no later than 20th July, 2025. TWA may continue to accept applications after this time for the SPP, but consideration for selection for the FS and TTP following this date is at their absolute discretion.
- 4.1.11 Understand that any results submitted as part of the application process must be verifiable.
- 4.1.12 Pay the Athlete levy as invoiced by TWA within the specified time on the invoice.

4.1 Specific Eligibility. To be eligible for selection Athletes must meet the age eligibility requirements for the 2025-2026 season:

- 4.1.1 SPP athletes must be 13-23 years of age as of 31 December 2026 (born in the years 2013-2003)
- 4.1.2 FS and TTP athletes must be 16-23 years of age as of 31 December 2026 (born in the years 2010-2003).
- 4.1.3 The SC may consider athletes that are born in 2011 for the FS if they meet the automatic selection performance standards listed in Clause 6.3.1 iv

5 SELECTION PROCESS - STATE PATHWAY PROGRAM

- 5.1 Athletes are selected into the SPP via an online application process, found at this link: [online application form](#)
- 5.2 There is no cap on the maximum number of athletes who can be part of the SPP.
- 5.3 After the initial intake closes, athletes can still express interest in accessing the SPP by emailing development@wa.triathlon.org.au
- 5.4 Ongoing access to the SPP after the closing date will be considered based on the athlete meeting the eligibility requirements listed in Clause 4

6 SELECTION PROCESS - FUTURES SQUAD

6.1 Automatic selection

- 6.1.1 An athlete may achieve automatic selection by achieving one of the AusTri What It Takes to Win (WITTW) Performance standards (listed in Appendix A) or within 10% of both, demonstrated within the previous 12 months
- 6.1.2 Athletes must provide evidence as part of their application process, by either referencing attendance at one of the TWA data collection sessions or submit verifiable times with a link to results from sanctioned Swim and Athletics meets.

6.2 Discretionary Selection

- 6.2.1 In exercising its discretion, the SC can also consider any other matter it deems relevant for consideration including, but not limited to the following:
 - Consistent strong results at local and/or national events
 - Commitment to Team WA values and interaction
 - Skills growth, continued improvement and strong performance behaviours
- 6.3 Athletes can nominate to be considered for the FS as part of the SPP application process. Any athletes who are unsuccessful for the FS will automatically be included as part of the SPP.
- 6.4 If a selected member of the FS withdraws, is withdrawn or is declared unfit to continue throughout the season, the SC may choose to replace that member via discretion. This discretion is absolute and need not be exercised.
- 6.5 If an athlete satisfies the automatic selection criteria for the FS at any time throughout the season, they will be added to the squad upon verification of their performance.

7 SELECTION PROCESS - TARGET TALENT PROGRAM

7.1 Automatic Selection

- 7.1.1 An athlete will achieve automatic selection to the TTP if they satisfy both the 400m swim and 1500m run performance standards as outlined in the AusTri WITTW Performance standards (listed in Appendix A)
- 7.1.2 If an athlete satisfies the automatic selection criteria for the TTP at any time throughout the season, they will be added to the program upon verification of their performance.

7.2 Discretionary Selection

- 7.2.1** The SC has the discretion to select athletes into the TTP who demonstrate exceptional performance in one of the WITTW metrics and exhibit clear potential to improve in the other.
- 7.2.2** Athletes who do not meet the criteria outlined in 7.1.1 may also be considered if they have represented, either currently or within the past year, at a state or national level in a complementary sport (e.g. Cross Country, Surf Lifesaving, Rowing, MTB, Road & Track Cycling, Freestyle swim 50–400m, Track run 800–3000m), or if they have been identified through recognised national or state talent identification programs.

Note: from the 2026/27 season onwards, automatic selection for the FS and TTP will shift to an 800m swim and 5km run. Athletes will be provided with opportunities throughout the 2025/26 season to record times in these new distances, but are also permitted to record times through other means if they satisfy the Benchmarking Protocols set out in Clause 8

8 BENCHMARKING PROTOCOLS

8.1 400m Swim

- 8.1.1** Conducted in a 50m competition pool (with lane ropes).
- 8.1.2** The swim is timed from a DIVE start; where it is not possible to dive, athletes may begin with a PUSH start
- 8.1.3** The swim concludes with a hand to the wall finish.
- 8.1.4** No drafting off other swimmers is allowed.
- 8.1.5** Maximum 2 swimmers per lane, starting at opposite ends of the pool
- 8.1.6** Lane allocations set so that the swimmers of equal ability are in the same lane to avoid lapping
- 8.1.7** Swim wear must be compliant with AusTri Race Competition Rules and no wetsuits permitted
- 8.1.8** Swims may be conducted in one of the following ways:
- an official swimming carnival, subject to official timing that has been ratified by a swimming official and is published
 - supervised by an AusTri employee and/or AusTri accredited coach (or approved delegate).
 - a video of a swim may be permitted.

8.2 1500m Run

- 8.2.1** Ideally conducted on a 400m synthetic running track.
- 8.2.2** Mass start “race” situation is allowed.
- 8.2.3** Male and female athletes are permitted to race together.
- 8.2.4** Shoes must be IAAF compliant
- 8.2.5** Runs may be conducted in one of the following ways:
- official athletics meet, subject to published official timing that has been ratified by an Athletics Official
 - supervised by an AusTri employee and/or AusTri accredited coach (or approved delegate)
 - a video of a run may be permitted.
 - road races may also be permitted if the distance can be IAAF certified and official timing that has been ratified by an Athletics Official and is published.

9 SELECTION COMMITTEE

- 9.1** The SPP and FS SC will comprise of the TWA Executive Director, and up to three members appointed by TWA who are current AusTri members. All members are chosen due to their knowledge of the sport, significant experience and independence in this process
- 9.2** The TTP SC will be comprised of the AusTri National Pathways Program Officer, GM Sports Services, and the Head of Performance Pathways.
- 9.3** The TWA Athlete & Coach Development Manager is not a selector.

10 NOTIFICATION OF INDIVIDUAL SELECTIONS

Date	Process
01/07/2025	Nominations open online for Team WA including application for selection into the FS and TTP
20/07/2025	Online nominations close (5 pm)
24/07/2025	Team WA members, including FS and TTP selections, notified via email. Unsuccessful FS or TTP applicants will have opportunity to appeal.
25/07/2025	FS and TTP Appeals Close at 5pm (1 working day later)
28/07/2025	Team WA members announced including final Futures Squad and Target Talent Program Athletes via email and the TWA website

11 APPEAL PROCESS

- 11.1** An eligible athlete who fails to be selected for the FS under the process and criteria set out in this policy may appeal against omission as set out in Clause 6.1 and the basis of any appeal must be that the athlete's omission from the FS was because of a failure by TWA to properly follow the process set out in this policy.
- 11.2** An eligible athlete who fails to be selected for the TTP under the process and criteria set out in this policy may appeal against omission as set out in Clause 7.1 and the basis of any appeal must be that the athlete's omission from the TTP was because of a failure by AusTri to properly follow the process set out in this policy.
- 11.3** Any appeal for omission into the FS under this clause will proceed in accordance with the following procedure:
- 11.3.1** Any eligible athlete wishing to appeal his/her omission from the FS must lodge their appeal in writing either themselves, or via their guardian (if under 18 years of age) to the TWA Athlete & Coach Development Manager, Janine Kaye (development@wa.triathlon.org.au) by 5:00pm on the next working day following the provisional announcement of the FS.
- 11.3.2** The appeal will be forwarded to the TWA SC who will review the appeal on its merits and the athlete will receive a written response from the TWA SC. The

decision of this committee is final.

11.4 Any appeal for omission into the TTP under this clause will proceed in accordance with the following procedure:

11.4.1 Any eligible athlete wishing to appeal their omission from the TTP 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 announcement of the TTP.

11.4.2 The appeal will be reviewed by the TTP SC on its merits and the athlete will receive a written response from the SC. The decision of this committee is final.

12 FUNDING

12.1 All Team WA athletes will be required to pay a levy which will help offset the costs associated with athlete participation in masterclasses and education sessions.

12.2 TWA invests significantly into the program by way of subsidises to ensure that the SPP price is kept to a minimum.

12.3 Costs for additional events like travelling camps, races or special clinics will also be required to be covered by the athlete if they wish to participate.

12.4 TWA is mindful of minimising costs and will always attempt to ensure costs remain as low as possible.

13 POLICY ENQUIRIES

13.1 It is the athlete's responsibility to read and understand this Policy (and other supporting documents and/or policies)

13.2 For further clarification relating to this policy, queries should be directed to the TWA Athlete & Coach Development Manager at development@wa.triathlon.org.au

13.3 If an Athlete, Parent or AusTri accredited Coach 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 – November 2024

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

Note: from the 2026/27 season onwards, automatic selection for the FS and TTP will shift to an 800m swim and 5km run. Athletes will be provided with opportunities throughout the 2025/26 season to record times in these new distances, but are also permitted to record times through other means if they satisfy the Benchmarking Protocols set out in Clause 8