

STATE PATHWAY PROGRAM INFORMATION BOOKLET 25/26



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NSW TRIATHLON



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OVERVIEW & OBJECTIVES

The NSW Triathlon State Pathway program supports aspiring athletes aged 12–23 by providing a nurturing and supportive environment where they can grow both as athletes and individuals. The program is designed to create environments where athletes can develop the necessary tactical, technical, physiological and psychological skill competencies to aid progression through to the National Athlete Pathway. The 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 camps, targeted masterclass sessions, education sessions, team building activities, and the exciting Billigence Pathway Series.

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

NSW TRIATHLON DEVELOPMENT SQUAD

This program is pre season camp, race camp and Master Class based, timed around the Performance Races,, Oceania World Triathlon Calendar and State & National draft legal racing opportunities. The Program has a specific focus on providing support to young athletes and their home programs to develop skills in the draft legal format. Athletes in this program will benefit from further engagement to develop coaches and their home programs with inclusion, reward and recognition.

The Development Squad is 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 make new friends, be exposed to challenges and failure and are 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. NSW Triathlon supports the pathway as a method to identify athletes from individually coached programs to progress to the level where, based on talent and performance, may be eventually categorised.

REST OF STATE TALENT ACADEMY (ROSTA) REGIONAL ACADEMIES OF SPORT TRIATHLON PROGRAM (RAS)

The 'Rest of State Talent Academy' (**ROSTA**) program will continue, aligned with the current Regional Academies of Sport Programs (RASi) and have activities conducted around NSW. The ROSTA program is designed to service those who do not have access to a Regional Academy of Sport (RAS) 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 program. Eligible athletes are required to stay within their region if their region has a Regional Academy of Sport Program. This is more cost effective, is closer to home and importantly allows the ROSTA to function as is required, to allow a program to exist for athletes who don't have access to a RAS.

The NSW Regional Academy of Sport inc. (RASi) Programs form an important part of the success of the NSW Development Pathway in the Youth and Junior age groups. The RASi programs are considered a parallel program to the ROSTA, and all opportunities will be equal for all athletes in these age groups. Local, State and National racing opportunities are extended to athletes from both the ROSTA and RAS programs. Regional Academies of Sports allow developing athletes to regularly access quality coaching and racing opportunities, which has been identified as playing a vital role in long term athlete development. Athletes in RASi programs also gain opportunities to train with other athletes of similar skill and fitness levels and receive further sport theoretical educational opportunities in holistic athletic performance. The ROSTA program will take the form of an induction camp, clinics and race camps.



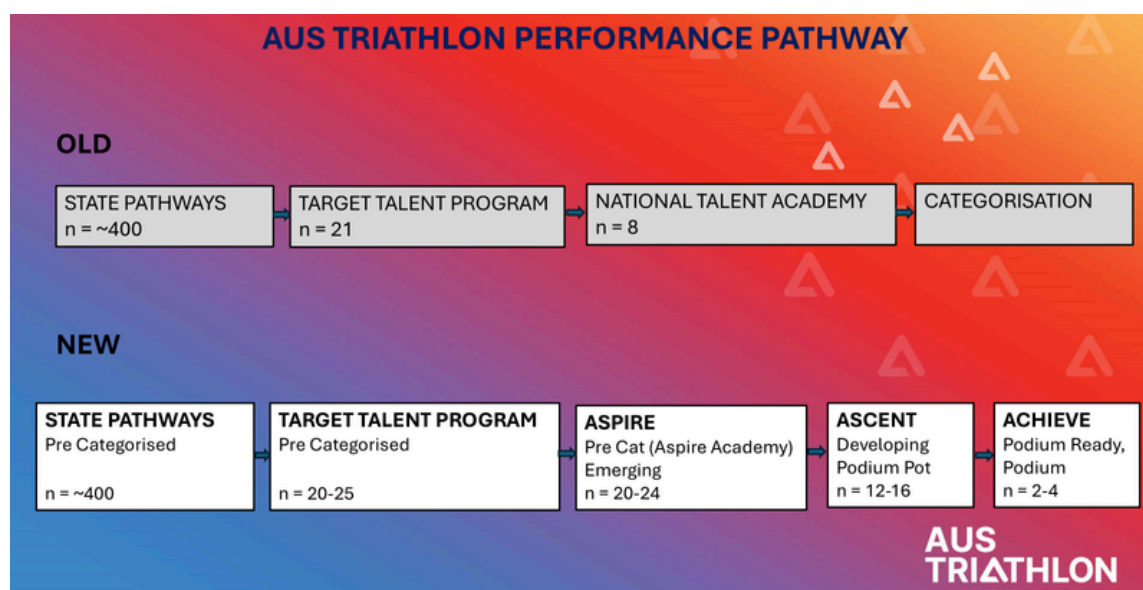
TARGET TALENT PROGRAM

The Target Talent Program is a state delivered program, selected and guided by Aus Triathlon, designed to identify and support athletes demonstrating the potential to progress along the High Performance Pathway. Athletes who achieve the *What It Takes to Win* benchmarks will receive automatic selection into the program. To be considered, athletes must first apply for the NSW Development Squad. The Target Talent Program includes all elements of the Development Squad, with the addition of 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 HIGH PERFORMANCE PATHWAY

	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 WITTW, 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 WITTW and IAPP.

The NSW Triathlon Development Squad is designed to fill any gaps and create a more visible progression at the state level



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.

SQUAD REQUIREMENTS, EXPECTATIONS AND OBJECTIVES

Camp Attendance

For those athletes selected into Development and ROSTA squads there is an expectation that your acceptance into the program includes your commitment to attend the relevant camps, masterclasses and online education. 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.

Race Attendance

Race camp attendance is not compulsory given the obvious expense incurred by families in attending multiple regional or interstate events. It is an expectation that Development squads intend to compete in at least one (1) of the National events and this would only be compromised by unforeseen injury or illness. It would be expected that athletes intend to compete in the Billigence Pathway Series. .

Communication

Key program information for Development and ROSTA squads will be communicated via STACK TEAM App, email and/or WhatsApp directly to the athletes registered email address / mobile with parents copied into all emails for information purposes (for athletes Under 18) depending on the nature of the communication. Home coaches who are registered accredited 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 STACK TEAM App will be our primary source of communication. It is expected athletes will check the app regularly and have notifications turned on and respond to any communications accordingly. Please refer to Aus Tri's [Social Media Guidelines](#) and [Member Protection Policy](#) for acceptable behaviors in this space.

It is the responsibility of the athlete to respond to communications on all matters relating to camps, clinics, races & related logistics within a reasonable timeframe. Athletes are responsible for their development within the sport & are expected to own the communication between stakeholders. This is a key objective of the program. Residential stay group communications may utilise Whatsapp, controlled by NSW Triathlon.

Athletes in the ROSTA, RAS and Development Squad programs should follow NSW Triathlon on the following media platforms: Facebook – <https://www.facebook.com/TriathlonNSW/>

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

Each RAS program will have their own communication App / platform. This will be communicated via the relevant RAS program.

EDUCATION

NSW Triathlon will provide education relevant to athlete development throughout the season. A lot of the education will be delivered via online portals making it accessible for everyone, and usually scheduled in the evenings so that athletes can finish training and attend the sessions afterwards. The State Pathway Program enhances all aspects of holistic athlete development and education is an important aspect.

ATHLETE PRE-SCREENING

The welfare and wellbeing of the athletes is of the utmost importance and all athletes will be required to complete a medical form which mitigates the risk for the athlete and NSW Triathlon. This information is provided through Just Go for Development Squad, Target Talent and ROSTA and must be signed by both the Athlete and a Parent / Guardian (if U18) and will be treated in accordance with the NSW Privacy Policy. The Regional Academy of Sport programs will advise on this process for athletes within those programs.

An additional requirement will be a Pre-Participation Questionnaire (PPE) for some athletes. The World Triathlon (WT) rules requires all WT athletes to complete a medical PPE prior to competing in any international WT event, including some Oceania events in Australia. For Aus Tri to meet this criteria all athletes wishing to race in these events MUST submit a Pre Participation Evaluation completed by a medical practitioner. Details and the form can be found here: [Pre Participation Evaluation](#)

ONLINE DRIVERS KNOWLEDGE TEST

As part of the programs activities 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 State Pathway Program to 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 **Practice** Knowledge Test as proof of understanding of road rules and driving concepts. Please refer to the below link and email a screen shot of your pass to NSW Triathlon Pathway Lead or your Regional Academy of Sport Programs Manager.

<https://www.service.nsw.gov.au/transaction/driver-knowledge-test-online>

CHILD SAFETY AND MEMBER PROTECTION

The Boards and staff of NSW Triathlon and Aus Triathlon 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 NSW Triathlon. Should anyone feel that they have been the subject to any form of inappropriate behaviour are encouraged to contact either Adam Wicks, NSW Executive Directors as the NSW Member Protection Information Officer or contact Sport Integrity Australia using the contacts provided through the link below. NSW Triathlon has committed to the Child Safe Standards and the National Integrity Framework Policies. The Child Safe Representatives within NSW Triathlon are Robyn Low-Hart and Adam Wicks. Please make yourself familiar with their faces and contact either if necessary. Residential stay camps may have other coaches or managers assigned to this role whilst in camp.

[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"](#)

CHILD SAFE REPRESENTATIVES



ROBYN LOW-HART
0408 651 877



ADAM WICKS
0438 648 117

CALENDAR

The National calendar is not yet announced, however we will release these dates as soon as possible. Please be aware further details regarding camps, clinics, and races will be published as soon as they are known. Athletes from the ROSTA or RAS may be invited into a Development Squad camp at the discretion of NSW Triathlon. Athletes who meet relevant qualification standards for National events can be invited into 'Race Camp' environments.

For Development Squad and ROSTA, STACK TEAM App reminders will be set for upcoming events on the calendar, and a copy of the calendar / schedule will also be loaded into STACK TEAM App as a PDF and emailed to all squad members.

BILLIGENCE PATHWAY SERIES



The Billigence Pathway Series (BPS) will again be a focus of racing for the State Pathway Program this season. The dates are outlined below. The BPS Athlete Guide with race formats and links will be available soon.

1

ROUND 1 OF THE BILLIGENCE PATHWAY SERIES

DATE: 31st August 2025

VENUE: Sutherland Leisure Centre

HOST: Cronulla Triathlon Club

2

ROUND 2 OF THE BILLIGENCE PATHWAY SERIES

DATE: 14th September 2025

VENUE: Five Islands Secondary College

HOST: Illawarra Triathlon Club

3

ROUND 3 OF THE BILLIGENCE PATHWAY SERIES

DATE: 29/30th November 2025

VENUE: Gosling Creek Reserve

HOST: Orange Triathlon Club

4

ROUND 4 OF THE BILLIGENCE PATHWAY SERIES

DATE: 1st February 2026 (TBC)

VENUE: Sydney International Regatta Centre

HOST: Panthers Triathlon Club



GUIDE FOR 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 the NSW 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.

INTERNATIONAL 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.

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 / coaches.



UNIFORM AND COMPETITION RULES

All athletes competing across the 2025–2026 Billigence Pathway Series must wear a triathlon race suit that meets the World Triathlon (WT) uniform guidelines specifications and include surname placement, rear zip, and logo size(s).

The WT Uniform Guidelines can be found on the WT website: [World Triathlon Uniform Guidelines](#)

If an athlete is a member of the Regional Academy of Sport, ROSTA or Development /Target Talent Squad, they must compete in their squad uniform to be eligible for points (unless they race in a WT Junior or Elite Aus Triathlon Tri Suit provided by the Aus Tri HP Program). If an athlete does not have a WT compliant race suit, they may compete in a “cleanskin” race suit with no sponsors or markings. Please refer to the above guidelines for all other draft legal and World Triathlon events.

Competition rules shall be as per WT & Triathlon Australia rules for Draft Legal events. This includes: bicycle, wheels (UCI approved), handle bar and wetsuit restrictions.

WT rules can be found at: [World Triathlon Race Rules](#)

Draft Legal Competition rules can be found: [World Triathlon Race Rules](#) Start Page 50

UCI Approved Wheel list can be found at: [UCI Wheel List](#)

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

MASTERCLASSES

Masterclasses play an important role in athlete development by providing specialised training, expert insights and coach collaboration. Athletes can have another opportunity to refine their skills and technique in swimming, cycling, running, transitions and other specialist areas. Some Masterclasses are open to everyone in the State Pathway Program, some are specific for Development and Target Talent athletes. The dates for the Masterclasses will be available upon selection into the programs.



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 NSW State Pathway Program must complete the following Sports Integrity online courses as outlined by the grid below. Please be mindful of the dates that these requirements are due. 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.

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

Email your Certificates of Learning to: development@nsw.triathlon.org.au if you are in ROSTA, Development Squad or Target Talent or email to your Program Manager if you are in a Regional Academy of Sport Program by September 30th 2025.

We would 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; 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 badges.

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.

Annual Update 2025

Anti-Doping Fundamentals Course (formerly Level 1)

Safeguarding Children and Young People in Sport Induction

National Integrity Framework

CONTACT US

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