

A group of triathletes in black wetsuits and swim caps are running through the ocean waves. The water is splashing around their legs. One swimmer in the foreground has a white cap with 'MICROFIBRE BELL' and a blue logo. Another swimmer has a white cap with a black and white logo. A swimmer on the right has a blue and white cap with 'VICTORIAN' and '37' on it. The background shows the blue ocean under a clear sky.

**NSW
TRIATHLON**

**STATE PATHWAY
PROGRAM 26|27**



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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 Race 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 delivered through a combination of day camps, race camps, masterclasses and online education opportunities, timed around key Performance Races, the Oceania World Triathlon calendar, and State and National draft-legal racing opportunities. The program has a specific focus on supporting young athletes and their home environments to develop the skills, knowledge and experience required for success in draft-legal racing.

Recognising that an athlete’s home coach has the greatest influence on their long-term development, a dedicated Coach Education Program runs alongside the athlete pathway. This includes coach development workshops, practical learning opportunities and access to experienced coaches to support the continued growth of home coaching programs across NSW. The program is further enhanced by a Guest Speaker Series for both athletes and coaches, providing exposure to high-performance athletes, coaches and industry experts across a range of topics including performance, wellbeing, athlete development, leadership and life skills. 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. Athletes will make new friends, be exposed to challenges and setbacks, and be supported to achieve, progress, learn and develop. The program will provide different outcomes for different athletes, with each athlete able to contribute to the success of the program and, in turn, gain greater value from their involvement.

NSW Triathlon supports the pathway as a means of identifying and developing athletes from club and individually coached programs, while also strengthening the coaching environments that support them. Through athlete, coach and program development opportunities, the pathway aims to provide a clear progression for athletes who demonstrate commitment, talent and performance, with the potential to progress to future categorisation and higher-performance opportunities.



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 (RAS) Programs form an important part of the success of the NSW Development Pathway in the Youth and Junior age groups. The RAS 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 have been identified as playing a vital role in long term athlete development. Athletes in RAS 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 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 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 Aus Triathlon Aspire Camps, providing further targeted development opportunities.



THE FTEM MODEL

	NON-ELITE		PRE-ELITE				ELITE		
FTEM PHASE	F2	F3	T1	T2	T3	T4	E1	E2	M1
RACE PERFORMANCE	PARTICIPATE	STATE LEVEL RACER	NATIONAL LEVEL RACER	NATIONAL PERFORMER/ AUST JUNIOR TEAM	MEDALIST JNR WORLDS/ CONTINENTAL CUP	WORLD CUP MEDALIST/ WTCS STARTER	WTCS MEDALIST/ MAJOR GAMES REP	MEDALIST MAJOR GAMES	MULTIPLE MAJOR GAMES PERFORMER
TRAINING ENVIRONMENT	CLUB	CLUB/DTE	DTE	DTE	DTE AND INT'L DEVELOPMENT	INT'L DEVELOPMENT	INT'L DEVELOPMENT	INT'L DEVELOPMENT	INT'L DEVELOPMENT
NSWT PATHWAY	CLUB	RAS/ROSTA	DEVELOPMENT SQUAD / RAS / ROSTA	U23/DEVELOPMENT SQUAD	U23/DEVELOPMENT SQUAD	DPE	DPE	DPE	DPE
RACING TYPE	CLUB/REGIONAL	REGIONAL/STATE	STATE/NATIONAL	NATIONAL/ CONTINENTAL	CONTINENTAL /WORLD CUP	WORLD CUP/WTCS	WTCS/MAJOR GAMES	WTCS/MAJOR GAMES	WTCS/MAJOR GAMES
AGE	6+	13+	16+	18+	18+	18+	18+	18+	18+
ELEMENTS	BEGIN	COMPLETE	EMERGE	CONFIRM	COMMIT	ACHIEVE	PERFORM	WIN	DOMINATE

KEY: RAS: Regional Academy of Sport Program | ROSTA: Rest of State Talent Academy Program | DTE: Daily Training Environment | DPE: Daily Performance Environment | WTCS: World Triathlon Championship Series

SQUAD REQUIREMENTS, EXPECTATIONS AND OBJECTIVES

Participation Expectation

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 activities, masterclasses, Billigence pathway Series 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 activities and meeting objectives.

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, online engagements & 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.

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 platforms 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 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 Triathlon 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 at 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, Masterclasses, races and online engagements 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: Sun 27th September 2026

VENUE: Macquarie Fields Leisure Centre

HOST: Macarthur Triathlon Club

2

ROUND 2 OF THE BILLIGENCE PATHWAY SERIES

DATE: 11th October 2026

VENUE: Five Islands Secondary College

HOST: Illawarra Triathlon Club

3

ROUND 3 OF THE BILLIGENCE PATHWAY SERIES

DATE: Saturday 24th October 2026

VENUE: Kurnell

HOST: Cronulla Triathlon Club

4

ROUND 4 OF THE BILLIGENCE PATHWAY SERIES

DATE: Sat 28th and Sun 29th November 2026

VENUE: Gosling Creek Reserve

HOST: Orange Triathlon Club

5

ROUND 5 OF THE BILLIGENCE PATHWAY SERIES

DATE: Sun 31st January 2027 TBC

VENUE: Sydney International Regatta Centre

HOST: Panthers Triathlon Club

6

ROUND 6 OF THE BILLIGENCE PATHWAY SERIES

DATE: Sun 7th February 2027 TBC

VENUE: Stockton

HOST: Newcastle Triathlon Club

7

ROUND 7 OF THE BILLIGENCE PATHWAY SERIES

DATE: Sat 20th February 2027 TBC

VENUE: Forster Main Beach

HOST: Elite Energy Events

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 2026)
- 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 2026 or 2027)
- 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 (race dependent as to age on 31st December 2026 or 2027)
- 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 2026–2027 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](#)

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 Squad. The dates for the Masterclasses will be available upon selection into the programs.



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 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 email to your Program Manager if you are in a Regional Academy of Sport Program by September 20th 2026

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 2026

Anti-Doping Fundamentals Course (formerly Level 1)

Decision Making in Sport

Competition Manipulation and Sports Betting

Clean Sport 101

Introduction to Illicit Drugs in Sport

Safeguarding Children and Young People in Sport Induction

National Integrity Framework

CONTACT US

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