



NSWIS SELECTION GUIDELINES 2016 – CYCLING

NSWIS Aim

The NSW Institute of Sport (NSWIS) will work in partnership with sport to deliver programs that will develop and assist identified high performance NSW athletes and coaches to achieve excellence and success at an international level.

NSWIS will be a major player in the delivery of internationally recognised programs, coaching and services to achieve world-class performance as part of an effective, nationally coordinated, high performance sport network.

Program Purpose

The **NSWIS Cycling Program** will provide world-class coaching, training and competition, facilities and support services to improve athlete development. This adheres to the programs four year strategy with a view to support the daily training needs of AWE Olympic and Paralympic discipline track and road cyclists competing, or showing the potential to compete at international level in open, transition and junior categories with a dedicated CNSW Talent squad underpinning the NSWIS scholarship program. NSWIS supports progression of athletes through the Cycling Australia pathway in line with the AWE (Australia's Winning Edge) objectives and prepares them for longevity in cycling.

Selection Aim

The aim of selection is to ensure the best and most suitable athletes available are included in NSWIS programs, according to program description, selection processes and criteria as agreed.

Program Description

Target Athlete Group

The NSWIS program generally caters for AWE categorized select senior elite (national squad) and elite development (emerging potential Australian representatives, U23 and junior national squad) athletes from the disciplines of track and road.

NB: All athletes must be Australian citizens and current financial paying members of Cycling NSW to be nominated for NSWIS Squad scholarship.

NB: An athlete who does not reside in NSW but is eligible to represent NSW at National Championships may be selected, but only after referral to and authorisation by the JMC.

Structure

The NSWIS Cycling Program is an individual skill based, decentralised program operating from the Dunc Gray Velodrome and other identified venues throughout NSW.

Maximum number of scholarships

Up to **15** NSWIS scholarships (excluding associate), incorporating Endurance Track and Road and Track Sprint disciplines may be offered across Podium, Podium Ready, Podium Potential, Commonwealth, Developing and Emerging scholarship categories.

Talent athletes will be supported by CNSW under the State Track Squad initiative.

Associate NSWIS scholarships may be offered.

NB: Talent athletes are not NSWIS scholarship holders and are supported by CNSW.



Selection Criteria

Athletes will be eligible for inclusion into the NSWIS Cycling Squad based on their performance relative to the Cycling Australia selection guidelines for one of the scholarship categories listed below.

NB: 'Eligibility' does not necessarily guarantee an NSWIS scholarship offer. This will be dependent on the number of scholarships available and athletes will be ranked by performance according to AWE guidelines and will need to gain the necessary recommendation from the Head Coach and subsequent approval by the JMC.

Cycling Disciplines covered by NSWIS Selection

The selection of athletes for the NSWIS Cycling Program covers events for males and females included in the Olympic Games and World Championships from the disciplines of Track & Road.

The NSWIS Cycling program will consider AWE categorized Mountain Bike athletes only on the basis of recommendation and endorsement by Cycling Australia and include select services as determined by the head coach.

NSWIS Cycling Scholarship Categories

There are 6 Scholarship Categories within the NSWIS Cycling Program.

Cycling Australia Selection Guidelines for the NSWIS Cycling Program

The following guidelines outline the minimum requirement for athletes to achieve a specific category of scholarship along with the process and timing of scholarships being offered. The guidelines need to be considered in accordance with other factors before a scholarship will be offered. These will include:

- Resources (i.e. coaching, financial, training venue) available at the SIS/SAS to support each athlete that meets the criteria;
- The program (AIS, CA High Performance or SIS/SAS) responsible for the majority of the athlete's requirements; and
- Athlete's availability for national team representation within the scholarship period, or provided appropriate reasons if not; and
- SIS/SAS athletes transferring from other sports who may be nominated for a scholarship by the SIS/SAS without achieving the outlined criteria.

Athlete Categories:

Cycling Australia High Performance Unit (CA HPU) has adopted the Australia's Winning Edge (AWE) Athlete Categories for all athlete scholarships across CA HPU Programs along with partner State Institutes of Sports and State Academy of Sports (SIS/SAS) Cycling Programs. These categories are detailed in the table below:

Athlete Category ¹	Criteria	Approx. Time to Podium Potential
1. PODIUM	Athlete in an Olympic or Paralympic discipline, who has a medal performance at a benchmark event within the last 24 months and is considered capable of a medal at the next benchmark event.	N/A
2. PODIUM READY	Athlete who placed 4 th to 8 th at the most recent Benchmark Event and is considered capable of progressing to 'Podium' category in the next two years.	1-2 Years



3. COMMONWEALTH GOLD	Athlete who does not fit the categories above but is considered capable of a gold medal at the 2018 Commonwealth Games.	N/A
4. PODIUM POTENTIAL	Athlete who is considered capable of progressing to at least the 'Podium Ready' category in the next two years.	3-4 Years
5. DEVELOPING	Athlete who is considered capable of progressing to at least the 'Podium Potential' category in the next two years.	5-6 Years
6. EMERGING	Athlete who is considered capable of progressing to at least 'Developing' category in the next two years.	7-8 Years

Notes:

- (1) Some CA HPU Programs and SIS/SAS Cycling Programs may not support athletes across all Athlete Categories or disciplines.
- (2) Benchmark event refers to UCI Road, Track, BMX and Para-Cycling Senior Elite World Championships (Olympic/Paralympic discipline events only), except in an Olympic/Paralympic year where the Olympics and Paralympics will be the BME. For Male Road Cycling it also refers to the Overall General Classification in the three annual Grand Tours (Overall General Classification only) along with the One-Day monumental events.

NSWIS Associate	Minimum Performance Criteria	Major Program Responsibility
Associates	Associate athletes: 1. Active athletes who have graduated onto pro teams and/or CA HPU programs and no longer have their regular DTE in NSW. Associate athletes could be associated with any of the top 4 tiers.	n/a

CNSW Talent	Minimum Performance Criteria	Major Program Responsibility
CNSW Talent	Talent athletes: 1. CNSW State Track Squad initiative will incorporate Talent athletes as of 2015.	SSO

Talent athletes underpin the NSWIS Cycling Program and aims to identify potential national representatives and provide recognition and motivation for Talent athletes to achieve NSWIS selection standards in the future

NB: Talent athletes are not NSWIS scholarship holders and are entitled to support as determined by their contract with the CNSW State Squad.



Selection Timeframes

In line with CA HPU National Selection Timeframe protocols Athlete Scholarships will commence 1st May through to the 30th April.

Athlete Support

Athlete training schedules and support will vary between scholarship categories

Area	Podium, Podium Ready, Commonwealth Gold & Podium Potential	Associate Scholarship	Developing	Emerging
Coaching	Priority access to NSWIS Head Coach Priority assistance with training programs and liaison with personal coaches where required	Seasonal access to NSWIS Head Coach Seasonal assistance with training programs and liaison with personal coaches where required	Access to NSWIS Head Coach Assistance with training programs and liaison with personal coaches where required	Access to NSWIS Head Coach Assistance with training programs and liaison with personal coaches where required
Venues	Priority access to Dunc Gray Velodrome	Access to Dunc Gray Velodrome	Priority access to Dunc Gray Velodrome	Access to Dunc Gray Velodrome
Equipment	Priority access to NSWIS equipment through equipment loan agreements	Seasonal access to NSWIS equipment through equipment loan agreements	Priority access to NSWIS equipment through equipment loan agreements	Access to NSWIS equipment through equipment loan agreements
Camps & Competition support	Priority access to camps and competition support as determined by Head Coach	Seasonal access to camps and competition support as determined by Head Coach	Priority access to camps and competition support as determined by Head Coach	Access to camps and competition support as determined by Head Coach
High performance services	Priority access to services as determined by the Head Coach	Seasonal access to services as determined by the Head Coach	Access to services as determined by the Head Coach	Group education sessions and access to Strength & Conditioning as determined by the Head Coach
Screening	Compulsory ECG, medical & musculoskeletal screenings	Case by case basis	Compulsory ECG, medical & musculoskeletal screenings	Compulsory ECG, medical & musculoskeletal screenings
Uniform	Refer to NSWIS Uniform Guidelines	Case by case basis	Refer to NSWIS Uniform Guidelines	Refer to NSWIS Uniform Guidelines

NB: Opportunities may vary from year to year.

NB: NSWIS will continue to identify and 'link' with CNSW Talent, emphasising Coaching, Conditioning and Character as key areas for ongoing development and 'tracking'.



NB: Contracted athletes such as the NRS team athletes are not NSWIS scholarship holders and are not entitled to support under this document. For entitlements these athletes should refer to their individual contracts.

NSWIS Selection Guidelines

Squad Selection Ratification

The Head Coach will nominate potential scholarship holders and CNSW Talent athletes to a selection panel. The selection panel will comprise of the key program partners including the nominated JMC signatories from the State and National sporting organisations.

The nominated Scholarship and CNSW Talent athletes must be approved by the JMC prior to athlete notification and induction.

Where a conflict of interest exists with any member of the panel (e.g. when a member has a personal involvement with an athlete under consideration), that member will exclude themselves from any decisions relating to identified athlete/s.

NB: Selection criteria will be reviewed annually by the JMC.

NB: Selection to the NSW State teams and National teams is independent from NSWIS Squad athlete selection or membership. Athletes are under no obligation to accept a NSWIS scholarship offer.

Accepting and Maintaining a NSWIS Scholarship

The NSWIS Scholarship athletes must sign and abide by a NSWIS Athlete Agreement and Athlete Code of Conduct for the term of the scholarship. It is the responsibility of the athlete to ensure all conditions of the Agreement are met at all times, including maintenance of a healthy lifestyle and fitness.

CNSW Talent athletes will be required to sign an agreement and code of conduct with CNSW.

The composition of the squad may be amended by the JMC at any time where an athlete's scholarship is withdrawn based on an athlete's performance review, or an athlete meets selection criteria during the course of a scholarship year.

The level of scholarship an athlete receives is performance based. All scholarships will be reviewed 2 times per year. These will be held on a 6 monthly basis following the domestic and international seasons.

Following each review, NSWIS athletes will either remain at their current scholarship level or be nominated by the NSWIS Head Coach to be moved to another scholarship level. Athletes who perform below expectation and do not meet expected performance indicators may have their scholarship withdrawn.

Athlete Withdrawal from NSWIS Sport Squad Scholarship

An athlete wishing to withdraw from their NSWIS Scholarship may do so by informing the NSWIS Head Coach in writing at any time.

Any equipment loaned to an athlete through the NSWIS Program must be returned to the Head Coach upon withdrawal of a scholarship. Athletes who do not return equipment will be liable for the cost of all outstanding equipment.

Scholarship Suspension / Termination



An athlete's scholarship may be suspended or terminated where s/he breaches the NSWIS Athlete Agreement, Code of Conduct, Sport Code of Conduct (or equivalent) and/ or brings the Institute and / or the Sport into disrepute.

In this instance the NSWIS CEO, in consultation with the Program Partners will recommend to the NSWIS Board, the suspension or termination of the athletes scholarship.

The NSWIS Board is the only body that has the power to terminate or suspend an athlete scholarship. The athlete, Head Coach and Program Partners will be advised in writing of the outcome.

Athlete Appeals Process Relating to Non Selection of NSWIS Athlete Scholarship

Athletes may appeal non-selection to the NSWIS or withdrawal of a scholarship by contacting the Coordinator of the NSWIS Appeals Panel in writing within two weeks of withdrawal or non-selection. The NSWIS Appeals Panel will hear all appeals within two weeks of notification and will consist of the Coordinator and JMC. The Coordinator may appoint an independent to the Appeals Panel where deemed necessary or at an athlete's request. A full report of the Appeals Panel's decision will be forwarded to the athlete and NSWIS CEO within one week of the Appeals hearing.

Athletes may be accompanied by a support person of their choice at all times during the Appeals process.

Appendix A – please see attached the Cycling Australia High Performance Athlete Nomination Guidelines which refers to Athlete Category explanations & National selection process and nomination requirements.