



**ACT Academy of Sport
2009/10 Cycling Program - Scholarship Selection Policy**

Introduction:

The ACT Academy of Sport (ACTAS) Cycling Program is one of the 8 National Training Centre programs for cycling in Australia hosted by a state institute/academy of sport. All programs work within the same framework and share the same primary objective. The ACTAS program will focus predominantly on supporting athletes in Olympic / Paralympic events.

The Program operates under a tri-partisan agreement between ACTAS, Cycling Australia (CA) and the Cycling ACT (ACTCF) and is funded jointly by:

- The ACT Government, through Sport and Recreation ACT;
- The Australian Sports Commission, through CA and ACTCF

The ACTAS Cycling Program is administered by ACTAS on behalf of the Joint Management Committee (JMC) that comprises representative of ACTAS, Cycling Australia and Cycling ACT. The ACTAS Cycling Program is measured by Key Performance Indicators (KPI's) to determine levels of funding and service support. Key Performance Indicators for the program include the number of athletes selected into Australian Teams and squads with particular focus on Olympic/Paralympic Games, World Championships and Commonwealth Games.

Therefore, selection to the ACTAS Cycling Program is *primarily based* on the ability of athletes to be developed over a two-year period with the aim of national representation. However this is not the only factor taken into consideration by the selection committee.

It is recognised that the transition from Under 19 to either Elite Women or Under 23 Men is often a difficult one for developing athletes. Athletes within the program whom have demonstrated their potential to succeed in Open-Age categories will be developed with their long-term career in mind. Some athletes may take longer to reach their true potential than the primary based goal of two years. Athletes in these circumstances will be assessed on their performance enhancement and future capabilities.

Selection Principles:

The ACTAS program's *primary objectives* are to:

1. Focus activity and ACTAS resources and support on established and potential 'World Class' talent, for delivery into AIS/ National High Performance (HP) programs with a priority in the following cycling specialties*;
 - i. Track Endurance and Sprint Cycling (U17, U19 and Elite)
 - ii. Women's Road Cycling (Elite)
 - iii. BMX Supercross
 - iv. Men's Road
 - v. Cross Country Mountain Bike

**Including supporting programs e.g. U23 Road for Track Endurance Men*

NB. ACTAS and CA Para-cycling Program to establish mutually agreed specific activities in line with CA HPP objectives.

2. Support and prepare athletes assessed with the talent or future potential to;
 - represent and medal for Australia in an Olympic Games;
 - medal at an U19, U23 and/ or Elite World Championship in an Olympic program event;
3. Support athletes that demonstrate **on-going progress** whilst within the ACTAS program, and have the co-endorsement from the ACTAS and National discipline Head Coach for ongoing ACTAS support. Furthermore, develop a process for transitioning athletes out of ACTAS that have been assessed to have ceased to demonstrate the ability to represent at an Elite World Championships or Olympic Games (e.g. into a Continental men's or women's road team etc);
4. ACTAS to have an impact on 'emerging' world class talent and his/her development towards World Championships or Olympic Games success. *(e.g. World class U17/U19 track cyclists, talent transfer candidates, mature athletes for women's road)*

Scholarships will be offered to those ACT cyclists considered most likely to achieve these program objectives.

NB: Selection into ACT State Cycling Teams is independent from ACTAS Squad Athlete Selection. Cyclists are under no obligation to accept an ACTAS Scholarship offer.

Eligibility:

- Applicants must be **Australian Citizens** and must be eligible for selection to national teams competing at major international competitions.
- Scholarships are only available to those athletes who compete in junior or open competition. In general athletes must be in the year of their 16th birthday to be considered for selection.
- Athletes must be a current financial paying member of ACTCF, BMX ACT or Canberra Off Road Cyclists (CORC) and hold a current Cycling Australia racing licence.

Selection Panel:

The ACTAS Head Coach will confer with relevant CA National Coaches, ACTAS network coaches and nominated state selectors for road, track, BMX and MTB (if applicable) to determine the cyclists who will be recommended to the JMC. The JMC is responsible to ratify scholarship recommendations. The ratification of scholarship recommendations by the JMC will be by majority decision. Once ratified, ACTAS will notify athletes accordingly. At times CA may identify a specific athlete that it wishes to be supported by ACTAS. In these cases the specific athlete will be considered by the JMC for selection to the ACTAS cycling program.

Available scholarships:

The ACTAS Cycling Program **will** operate on 2 levels.

1. **Elite Development Squad (EDS):** Fully supported preparation program under full direction and coaching of the ACTAS Head Coach or Assistant Coach.
2. **Associate Membership (AM):** Negotiated support for individual privately coached athletes or athletes who are part of a UCI contracted team.

The ACTAS EDS will comprise up to 12 full scholarships. There is no requirement for the 12 scholarships to be filled and selections will be based on the selection criteria and an athlete's ability to achieve one or more of the program objectives. In the event that not all scholarship positions are filled the JMC has absolute discretion to consider (in respect of the program's primary objectives as stated above) other athletes for EDS scholarship. Athletes who wish to hold an ACTAS scholarship will need to identify in their application which of the 2 operation levels, EDS or AM, they wish to be considered.

Elite Development Squad:

The EDS is the primary focus of the ACTAS Cycling Program, with the overall objective to identify athletes with a **demonstrated ability or potential represent and medal** at the Olympic / Paralympic Games; medal at an U19, U23 and/or Elite World Championship in an Olympic / Paralympic program event. Athletes wishing to be a part of the EDS will be assessed by their race performances and their ability to function within a team environment. Successful athletes will be required to comply and adhere to an EDS agreement to obtain services and/or funding through the ACTAS Cycling Program.

Associate Membership:

The AM athletes are the secondary focus of the ACTAS Cycling Program, with the overall objective to support privately coached and/ or professionally contracted individuals with a **demonstrated ability or potential to deliver the program objectives**. Athletes wishing to apply for an AM will be assessed by their race performances and their ability to prepare independently.

The Head Cycling Coach, in consultation with the Selection Panel will assess each application on its own merits with complete discretion and with a view to forming partnerships which are mutually agreed to be conducive to progressing an athlete's performances toward a medal winning result. Successful applications will be required to comply and adhere to an AM agreement to obtain services and/or funding through the ACTAS Cycling Program.

Scholarship period:

The ACTAS Cycling Program athletes will be selected in March and the ACTAS squad named in late March 2009. Athlete Scholarships will be offered for a ten -month term (1st April 2009 – 28th February 2010) and will be subject to a performance review after six months. All ACTAS Cycling Program athletes must sign and abide by an ACTAS Athlete Agreement and Athlete Code of Conduct for the term of their scholarship. The squad composition may be amended by the JMC, which comprises representatives from ACTAS, ACTCF, and CA, at any time. This may occur where an athlete's scholarship is withdrawn based on an athlete's performance review, or if an athlete is offered an AIS scholarship during the course of a scholarship year. The level of scholarship support an athlete receives is performance based in accordance with Attachment B Scholarship Benefits. All scholarships will be reviewed in October of each year. Following each review the ACTAS Head Coach may recommend to the JMC changes to the level of support. Note also that athletes who perform below expectation and do not meet the expected performance indicators may have their scholarship withdrawn. A decision to withdraw an ACTAS scholarship will only be made by the JMC following recommendation from the ACTAS Head Cycling Coach.

Principles of operation of the ACTAS cycling program:

- The ACTAS program places greatest emphasis on the ability to **deliver medal winning performances** at a World Championship or at the Olympic / Paralympic Games.
- The level of support provided to each scholarship athlete will be determined according to their relative rating within the ACTAS Program, however, it will be measured against National body support and National team selection priorities. (see Attachment B Scholarship Benefits).
- Amongst many, athletes are rated constantly on two main factors, 1. performance and 2. demonstrated potential to represent Australia in senior age groups.
- ACTAS is structured to cater for cyclists competing in Olympic and Paralympic events. This currently includes events from road, track, mountain bike and BMX disciplines.
- National coaches will help determine an athlete's performance quality and judge their potential in specific disciplines.

Levels of support for scholarships: (see Attachment B Scholarship Benefits)

It should be noted that the ACTAS Cycling program scholarships are primarily serviced based scholarships that provide athletes with access to Coaching, Equipment, Training, Clothing, Medical, Strength & Conditioning, Sports Psychology, Sport Science, Career, Education, Administration, Finances, Personal Development/ Welfare and negotiated competition support. The actual level of individual financial support is limited and is applied strictly against performance levels set by the ACTAS Head Coach.

It should be stressed that whilst performance is the overriding factor the ACTAS Head Coach may recommend to add or delete riders at any time based on training performance, attitude, contributions to the ACTAS program, commitment, dedication and demonstrated potential to progress to the national/international level. In these circumstances the ACTAS Head Coach will refer to the JMC for ratification.

Selection timeline:

The proposed timeframe of the selection process is as follows:

- 20 March - Applications posted on ACTAS, CACT, CORC and BMXA website.
- 25 March - Applications close.
- 26 March ACTAS squad recommendations submitted to JMC for endorsement.
- 30 March Squad announced.

Current ACTAS Scholarship holders WILL need to apply as they will be required to indicate which level of support they are seeking.

Selection Criteria

The following criteria will be used to assess each applicant on relative merit in determining final scholarship numbers.

1. Performance Criteria

For an athlete to be considered for selection into the ACTAS Cycling Program they must first achieve the performance standard as outlined in Attachment A Performance Criteria. The performance criteria must be achieved during eligible competitions as detailed below in clause 2. If an athlete achieves one or more of the performance criteria as detailed in Attachment A they will then be considered by the Selection Committee. Achieving one or more of these performance criteria **does not** guarantee automatic selection. Selectors will consider and rank those eligible athletes most likely to achieve, in priority order, the program objectives as follows:

- gain selection for Australian Institute of Sport cycling programs.
- gain selection for National Senior and Junior cycling teams.
- produce international standard results within UCI events.

In the event, fewer athletes meet the performance criteria than there are scholarship positions available, the Selection Committee may use their discretion to recommend athletes whom they consider are likely to achieve the outlined minimum performance criteria in the near future. Training age and background may be considered in this process.

2. Eligible Competitions

Performance criteria, as detailed in Attachment A, must be achieved at one or more of the following events:

1. International UCI Competitions
2. National Championships
3. National Series / National events
4. State Championships (eg: NSW, QLD, VIC)
5. Major State Open Competitions

Competitions listed on CA's National Calendar will be used to review athlete performances.

Where performances, not based upon a time standard, are used to evaluate an athlete's performance, selectors will assess performances with consideration given to field depth, race conditions and event difficulty. Selectors will also analyse the following; a rider's racing approach (aggressive vs. passive), a rider's bicycle handling skills, a rider's racing skills and tactics, a rider's ability to work as an individual and part of a team.

3. Consultation with National Coaches

As part of the assessment process the relevant national selectors/coaches for CA will be consulted in order to assess an athlete's status in relation to national and international competitiveness. Conversely, from time to time National Coaches may approach the ACTAS Cycling Program with the view of seeking support to develop a targeted (potentially future elite) ACT based athlete. Athletes in these circumstances may be given a Scholarship on this basis. Each case will be reviewed and considered on its own merits.

The key aim of ACTAS Cycling athlete selection is:

- To select athletes who are achieving a high standard of national and international success;
- To select the athletes that are showing the most likely progression into National teams within a 2 year period; and
- To increase the levels of success of those athletes at Open and Junior National and International levels of competition.

NB. National Team Programs Athlete Selection is based on very high Key Performance Indicator standards. These documents can be obtained through CA's High Performance Unit.

4. Non Starters in National Championships

Cyclists who fail to satisfy the entry criteria through National Championship competition for legitimate mechanical mishap or illness may be considered for selection into the Full Squad based on results in other competitions.

Withdrawal of ACTAS cycling scholarship

An athlete wishing to withdraw their ACTAS scholarship may do so at any time by informing the ACTAS Head Coach in writing. The ACTAS Head Coach may recommend withdrawal of an athlete's scholarship to the JMC after a six monthly review, based on the athlete's performance relative to the selection criteria. Any equipment loaned to an athlete through the ACTAS Cycling Program must be returned to the Head Coach upon withdrawal of the scholarship. Athletes who do not return equipment will be liable for the cost of all outstanding equipment. An athlete's scholarship may be suspended or terminated where they breach the ACTAS Code of Conduct, ACTAS Scholarship Agreement or ACTAS Anti-Doping Policy, or brings ACTAS into disrepute.

Appeals

An aggrieved person may appeal non-selection or withdrawal of a scholarship in accordance with the policy and procedures detailed in the ACTAS Appeal Policy (www.tams.act.gov.au/play/sport_and_recreation/actas)

BEFORE APPLYING OR ACCEPTING AN ACTAS SCHOLARSHIP YOU NEED TO ANSWER YES TO ALL OF THE FOLLOWING QUESTIONS;

- Do you want to represent Australia in cycling?
- Do you want to be an elite performer in senior international competition?
- Are you prepared to make the long-term lifestyle sacrifices required to maximise my chances of success?
- Are you prepared to do the work required to succeed internationally?

Those selected for entry into the ACTAS EDS will be required to sign an ACTAS scholarship agreement, agreeing to various conditions and committing themselves to a variety of terms and responsibilities. It should be highlighted that a major condition is that all ACTAS EDS members operate under the direct coaching of ACTAS Head or Assistant Cycling Coach.

JMC will only consider approving a personal coach who has significant experience coaching elite cyclists and who holds a current Cycling NCAS accreditation and is a current CA member.

Address All Correspondence to:

Cycling Program Manager
ACT ACADEMY OF SPORT
PO Box 90
Belconnen ACT 2616

Attachment A

PERFORMANCE CRITERIA

It should be stressed that whilst performance is the overriding factor the ACTAS Head Coach can add or delete riders at any time based on training performance, attitude, contributions to the ACTAS program, commitment, dedication and demonstrated potential to progress to the national/international level. In these circumstances the Head Coach will refer to the JMC for ratification.

Please ensure that you have thoroughly read the previous subheadings of the Selection Policy before reviewing the following Performance Criteria.

1. Road

1.1. Under 19 Women and Men

Gain selection into Australian Junior Road Team for the World Road Championships. And/or riders will be assessed using the current year's National Junior Series and National Road Championships. Riders must be placed in either:

	Under 19 Men	Under 19 Women
Mersey Valley Tour (overall GC)	Top 5	Top 3
Mersey Valley Tour (Time Trial)	Top 4	Top 3
National Champs Road Race	Top 4	Top 3
National Champs Time Trial	Top 4	Top 3

1.2. U/23 Men

Open to application by the rider to the ACTAS cycling program. Success of the application will be judged on performances gained in National Series Races, including the National Championships (would need to be better than those shown for U/23 men). Age, goals, cycling age (time in sport) and future in international cycling (that is, is there a pathway for the rider into elite international competition) will all be taken into consideration. Those interested should arrange an interview with ACTAS head cycling coach.

1.3. Men (22 yrs +)

Open to application by the rider to the ACTAS cycling program. Success of the application will be judged on performances gained in National Series Races, including the National Championships (would need to be better than those shown for U/23 men). Age, goals, cycling age (time in sport) and future in international cycling (that is, is there a pathway for the rider into elite international competition) will all be taken into consideration. Those interested should arrange an interview with ACTAS head cycling coach.

1.4. U/23 Women

Place in the top 5 at the National Road Race Championships OR in the top 3 at the National Time Trial Championships. Performances in National Series events will be considered to support selection decisions. Individual results in all races will be assessed based on field quality, race conditions and race difficulty.

1.5. Elite Women

Place in the top 5 at the National Road Race Championships OR in the top 3 at the National Time Trial Championships. Performances in National Series events will be considered to support selection decisions. Individual results in all races will be assessed based on field quality, race conditions and race difficulty.

2. Track

Track selection will be based primarily on times recorded and places at the National Track Championships.

2.1. Individual Time Trial (ITT)

2.1.1. Under 19 Men and Women

Under 19 Men must perform a 1000m Time Trial equal to or better than 1min 07.00 sec and
Under 19 Women must perform a 500m Time Trial equal to or better than 37.5 sec.

2.1.2. Elite Men and Women

Men must perform a 1000m Time Trial equal to or better than 1min 05.50 sec and
Women must perform a 500m Time Trial equal to or better than 36.8 sec.

2.2. Individual Pursuit (IP)

2.2.1. Under 19

Under 19 Men must perform a 3000m Individual Pursuit equal to or better than 3min 29.00 sec and Under 19 Women must perform a 2000m Individual Pursuit equal to or better than 2min 32.00 sec.

2.2.2. Elite Men and Women

Elite Men must perform a 4000m Individual Pursuit equal to or better than 4min 35.00 sec and Women must perform a 3000m Individual Pursuit equal to or better than 3min 46.00 sec.

2.3. Sprint (Spr)

The Sprint event is an extremely tactical race therefore sprint qualification times will be the primary selection criterion, however a rider's ability to race against opponents and their bike handling skills will also be assessed in the selection process.

2.3.1. Under 19

Under 19 Men must perform a 200m sprint equal to or better than 11.30 sec and
Under 19 Women must perform a 200m sprint equal to or better than 12.35 sec.

2.3.2. Elite Men and Women

Elite Men must perform a 200m sprint equal to or better than 10.65 sec and
Women must perform a 200m sprint equal to or better than 11.90 sec.

2.4. 1 Lap Time Trial

Under 19 Men must perform a 1 Lap (250m) Standing Start equal to or better than 19.20 sec and
Elite Men must perform a 1 Lap (250m) Standing Start equal to or better than 18.70 sec.

2.5. Other Events:

Other track events such as Points Race, Keirin, Madison, Scratch Race, Olympic Sprint and Teams Pursuit may be used to supplement selections for other championship events only. Individual splits in team events can be taken into consideration.

2.6. Low Depth & Quality:

Where a track category is lacking in depth and quality at the National level, above set qualifying standards may not be sufficient enough to warrant ACTAS selection. Judgement on field quality and depth will be made based on the times recorded for that category at the Nationals and will be compared with previous year's results, where applicable. A performance history for the athlete may also be taken into consideration.

3. Mountain Bike (MTB)

The National Cross-Country and Down Hill Championships are the primary indicators for selection.

3.1. Cross Country (XC)

3.1.1. U19 men and women

Gain selection into National Junior Team for World Championships or place first in the 2009 National U19 XC MTB Championships.

3.1.2. U23 Men

Gain selection into Australian Team for World Championships or place first in the 2009 National U23 XC MTB Championships.

3.1.3 Men (22 yrs +)

Open to application by the rider to the ACTAS cycling program. Success of the application will be judged on performances gained in National Series Races, including the National Championships (would need to be better than those shown for U/23 men). Age, goals, cycling age (time in sport) and future in international cycling (that is, is there a pathway for the rider into elite international competition) will all be taken into consideration. Those interested should arrange an interview with ACTAS head cycling coach.

3.1.4 Elite Women

Gain selection into Australian Team for World Championships or place first in the 2009 National Elite Women XC MTB Championships.

3.2. Down Hill and Four Cross

Due to the fact that Downhill and Four Cross are not Olympic events selection of athletes who compete in these disciplines is not a priority. However exceptional performances at World Championship level will be considered. In such situations advice will be taken from Cycling Australia before offering a scholarship to athletes from these disciplines.

3.3. Low Depth & Quality:

Where a MTB category is lacking in depth and quality at the National level, above set qualifying standards may not be sufficient enough to warrant ACTAS selection. Judgement on field quality and depth will be made based on the times recorded for that category at the Nationals and will be compared with previous year's results, where applicable. A performance history for the athlete may also be taken into consideration. National Coaches will also be consulted.

4. Bicycle Motor Cross (BMX)

The Australian BMX Championships will be the primary indicators for selection. Age, performances and association with the National team will all be contributing factors.

4.1. Under 19 Women and Men

The Australian BMX Championships will be the primary indicators for selection.

	Under 19 Men	Under 19 Women
National BMX Series (overall)	Top 4	Top 2
National Champs (20 inch)	Top 4	Top 2

4.2. Elite Women

Place in the top 2 at the National BMX Series OR in the top 2 at the National BMX Championships (20 inch). Performances in National Series events will be considered to support selection decisions. Individual results in all races will be assessed based on field quality, race conditions and race difficulty.

4.3. Elite Men

Place in the top 4 at the National BMX Series OR in the top 4 at the National BMX Championships (20 inch). Performances in National Series events will be considered to support selection decisions. Individual results in all races will be assessed based on field quality, race conditions and race difficulty.

5. Athletes with Disability (AWD) – Paralympic events / category only

5.1. Women

Gain selection into Australian Team for World or Paralympic Championships or place first in a 2009 National or Oceania Track or Road Championship.

5.2. Men Gain selection into Australian Team for World or Paralympic Championships or place first in a 2009 National or Oceania Track or Road Championship.

Those interested should arrange an interview with ACTAS head cycling coach.

**Attachment B
ACTAS Cycling Scholarship benefits**

Level of Support	Support
<p>ELITE DEVELOPMENT SQUAD (EDS)</p> <p>Top level funding. Each rider's needs assessed against support from National programs.</p>	<ul style="list-style-type: none"> 🚲 Coaching 🚲 Full sports science access 🚲 Full Access to Gym 🚲 ACTAS race and casual clothing 🚲 Access to ACTAS equipment 🚲 National race travel 🚲 International race travel assistance 🚲 Accommodation and ground transport assistance 🚲 Camps 🚲 Up to \$1000 additional athlete assistance
<p>ASSOCIATE MEMBER (AM)</p> <p>A service based level. Riders or their teams will fund their own interstate competition.</p>	<ul style="list-style-type: none"> 🚲 Limited support, as determined by ACTAS Head Coach. 🚲 Limited Access to Gym 🚲 Sport science access 🚲 Some casual clothing 🚲 Some race clothing. 🚲 Limited Access to ACTAS equipment 🚲 Support at annual 5-day road camp 🚲 Accommodation and ground transport assistance @ interstate competition when part of an ACTAS team.