

Introduction.

The England Talent Squad (ETS) brings together the best young triathletes in England. It is a key stage in a young triathlete's journey along British Triathlon's Performance Pathway aiming towards the Olympic podium. The programme seeks to enable athletes through the provision of opportunities and experiences that add value. These are designed to support athletes in learning more about themselves and so developing as an individual whilst also being part of an identified group. Membership of the programme is earned through both your performances in races and by evidencing a commitment to your development process.

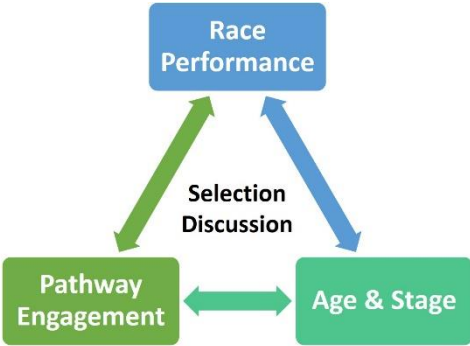
There will be 2 supported streams within the ETS for 2018-19 and an outline of the support and associated benefits of each is highlighted below:

1. A-Squad.

- i. On-going support from ETS Head Coach in collaboration with personal coaching team (Home Environment/Centre/Regional Academy).
- ii. On-going support from Sports Science & Sports Medicine (SSSM) team; Physiotherapy, Strength and Conditioning, Nutrition, Psychology, daily health tracking through PDMS [EIS/WCPP Performance Data Management System].
- iii. National technical / training weekends.
- iv. National camps.
- v. Supported European competition(s).
- vi. Case by case medical budget, as agreed by lead Physiotherapist and Doctor.
- vii. Supported transition process e.g.
 1. Centre visits.
 2. Facilitated sessions to assess and better understand individual needs.

2. B-Squad.

- i. Access to ETS Head Coach guidance
- ii. Access to SSSM guidance.
- iii. Access to National activity and any other additional training opportunities available based on:
 1. Readiness to train at required level.
 2. Readiness to engage fully in the national camp process.
 3. Contributing positively to the team environment.
 4. Positive engagement and contribution in respective Regional Academy.
- iv. Advice and appropriate support regarding future transitions (University / Centre / moving up an age group).

England Talent Squad (ETS) Selection Process Matrix			
“Race Performance”		“Pathway Engagement”	“Age & Stage”
1. 2018 World or European Junior Championship individual team member. 2. 2018 Youth Olympic Games (YOG) team member 3. 2018 Medal from BTF Junior Development ETU cups (assessed against QOF data for all events): <ul style="list-style-type: none"> • Quarteira, POR, Kitzbuhel, AUT, Holten, NED and Riga, LAT 4. 2018 European Youth Championship individual medallist.	QUALIFICATION to Part 2 of process for consideration for ETS A Squad (as appropriate)	1. Performance Assessments <i>All athletes should be present (unless absence agreed or medical note provided)</i> Purpose; clarify pre-season performance standards <ul style="list-style-type: none"> • Athlete education • Swim benchmarking. • Bike-run benchmarking. • Structured draft legal training race to aid transition from Cross country season. 	Consideration will be given to: <ol style="list-style-type: none"> i) Physical age ii) Relative age iii) Training age iv) Racing Age
5. 2018 Top 8 performance from Junior ETU cups (assessed against QOF data for all events) 6. 2018 European Youth Olympic Games (YOG) Qualifier team member (Banyoles, ESP) 7. 2018 ETU European Youth Championship team member (Loutraki, GRE) 8. Within 6% of winner at 2018 Junior Gateway Races (Llanelli and U20 Festival) 9. Review of existing 2017/18 ETS “A” athletes progress over previous 12 months	SELECTION to ETS A or B Squad (depending on athlete appropriateness)	<i>Dependent upon the athlete (age / level), may also include:</i> 2. Regional Academy Trials and positive engagement* and contribution in any Regional Academy activity Purpose; clarify end of season individual swim, bike, run performance standards.	 <p style="text-align: center;">Triangulation of information when confirming selections</p>
10. Top 8 performance at Hetton, Blenheim, Llanelli and U20’s Youth Races (Domestic Youth athletes - 2003/2002 YOB) 11. Review of existing 2017/18 ETS “B” athletes progress over previous 12 months	POSSIBLE SELECTION to ETS B Squad	Purpose; clarify swim, bike, run training profile <i>*eg; attending camps & associated activity, positive engagement and contribution to all activities, responding to any communication in a timely fashion, etc</i>	

Selection to the ETS Programme.

Selection to the ETS programme will be in two parts and is aligned to the BTF [Athlete Development Framework \[ADF\]](#). The ADF aims to broaden the focus of development to incorporate the whole triathlete and in doing so, better equip them to excel in the highly competitive world of elite triathlon.

- **Part 1** is based solely on race performance. It secures nomination to ETS and relates to the ‘One Day One Race’ pillar of the ADF. In key Championship and Gateway races this will include performance benchmarks in each discipline.
- **Part 2** is a meeting to include the athlete and their direct team to discuss races performances from the previous year, understand the athlete’s current engagement in the BTF pathway and their current age and stage profile. Discussions will also look to establish the athlete’s goals and ascertain how the England Programme may support in key areas relating to their short, medium and long-term development, in alignment with the ADF.

Part 1 - Day One Race Qualification and Selection Process.

1.1 Qualification to A-Squad - delivering one or more of points 1 to 4 achieves the ETS A-Squad performance standard and qualifies the athletes automatically into part 2 of the process to be considered for the A Squad (in priority order);

1. 2018 World or European Junior Triathlon Championships GBR team member.
2. 2018 Youth Olympic Games GBR team member.
3. 2018 European Junior cup medallist from:
 - Quarteira, Kitzbuhel, Holten & Riga [subject to QOF verification].
4. 2018 European U17/Youth Triathlon Championships individual medallist.

1.2 Selection to A or B-Squad - Your performance in one or more of points 5 to 9 will be assessed by the selection committee to determine if you have the pre-requisite performance standard to progress to part 2 of the process and be considered for the A Squad or the B Squad (in priority order);

5. 2018 European Junior cup top 8 performances [subject to QOF verification]
6. 2018 European Youth Olympic Games Qualification race GBR team member [Banyoles]
7. 2018 European Youth Triathlon Championships GBR team member [Greece]
8. 2018 National Junior Gateway performances [Llanelli, Mallory Park] within 6% of race winner
9. Review of existing 2017/18 ETS “A” athletes progression over previous 12 months

1.3 Selection to B-Squad - your performance in one or both points 10-11 will be assessed by the selection committee to determine if you have the pre-requisite performance standard to progress to part 2 of the process and be considered for the B-Squad (in priority order).

10. 2018 top 8 performances at;

- National Youth Gateway races [Llanelli, Mallory Park],
- Hetton Lyons Youth A-final,
- Blenheim Youth race.

11. Review of existing 2017/18 ETS “B” athletes progression over previous 12 months.

In selecting athletes into the ETS Programme the selection panel will consider whether the athlete’s performance demonstrates the required standard for A-Squad or B-Squad. In so doing their overall results and their performances in each discipline will be compared to the known standards in each squad.

Part 2 - Athlete Meeting

The meeting will include representation from the ETS Programme (normally the Head Coach and Pathway Manager). It is a key opportunity to meet with the athlete and their parent(s) and if/as appropriate, members of the athlete’s coaching team including their Regional Academy Lead to go through their development plan.

Athlete meetings are provisionally scheduled as follows:

- A-Squad athletes - to be held over the first two Technical weekends (27-28 October 2018 and 1-2 December 2018).
- B-Squad athletes - to be held over the 24-25 November 2018 in Loughborough

Selection panel

The selection panel will comprise of both voting and non-voting representatives to ensure discussions and decisions are robust.

Voting: Rick Velati (ETS Head Coach), Matt Divall (England Pathway Manager), Sophie Lewis (England Programme Co-ordinator).

Non-Voting: Dan Salcedo (BTF Pathway Manager), a member of the ETS SSSM team (TBC) and a Regional Academy Lead (TBC).