

# AusCycling Performance Pathway

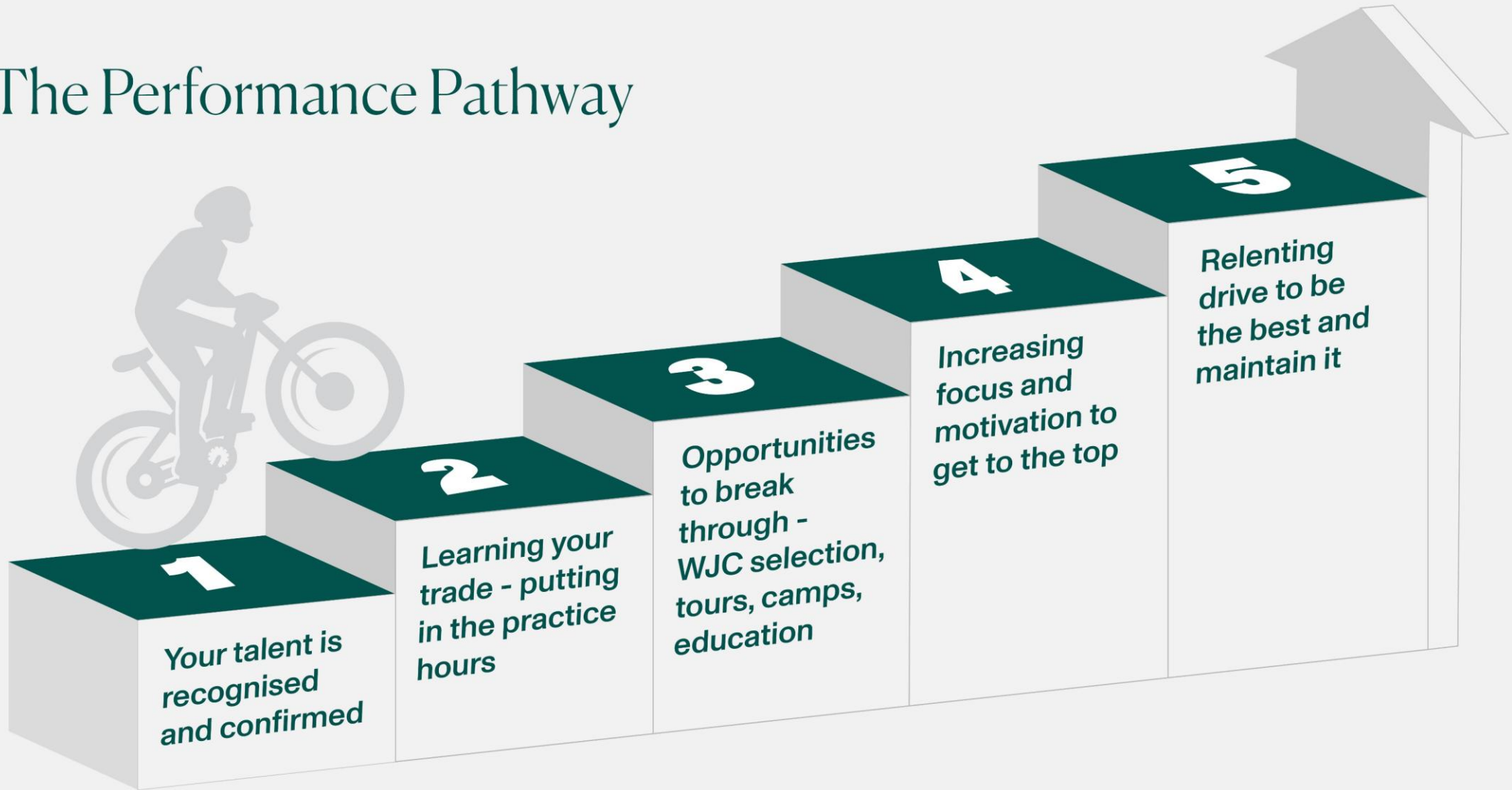
Club Forum

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# The Performance Pathway



8 - 12 years



# Strategy 2032 - Horizon 2



# Los Angeles Performance Strategy 2028



# World Junior Championship Policy Review



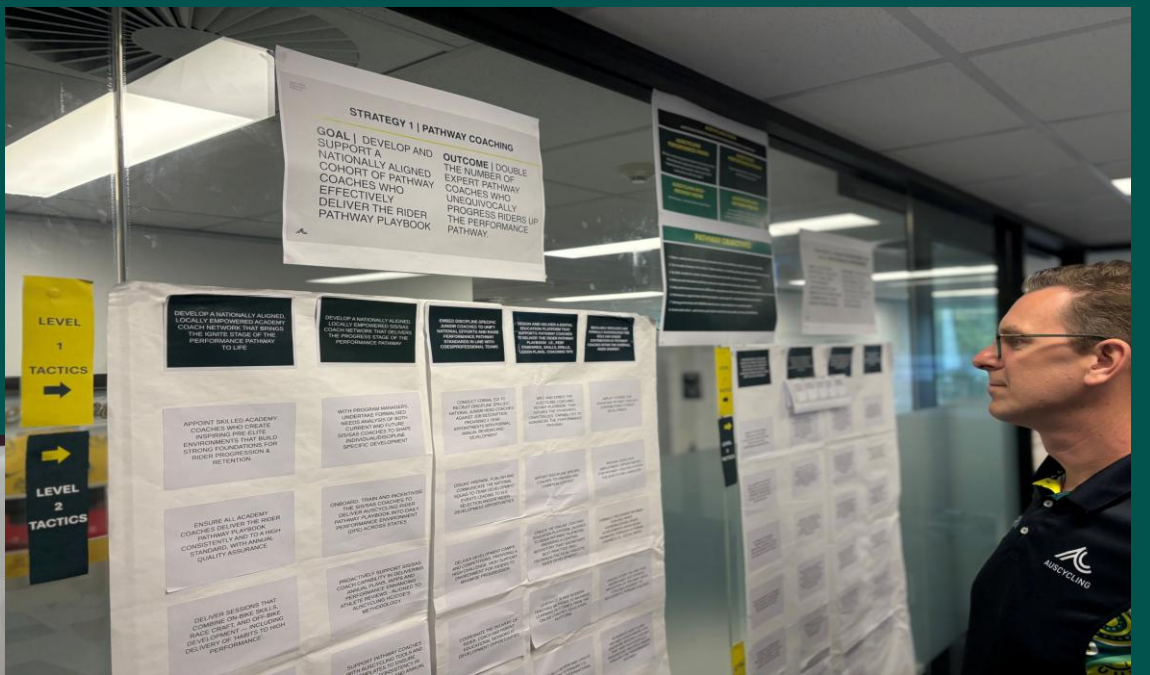
# 10 Considerations

- 1 Define and communicate a clearer, visible, and B2032+ focused pathway strategy and cost model
- 2 Define and embed rider development and selection principles that guide all key development activities
- 3 Uplift communication and education of selection policy and criteria
- 4 Define minimum performance standards for World Junior selection
- 5 Integrating selection and development - "squad-to-team" approach
- 6 A tiered selection approach to balance performance and future potential
- 7 Strengthening junior selection panels and feedback loops
- 8 Harnessing volunteer expertise to support WJC campaigns
- 9 Separate Olympic and Non-Olympic Policy
- 10 Resourcing WJC's – unlocking sponsorship, philanthropy and partnerships



# AusCycling Performance Pathway





## Consistent themes through National Consultation

- Clarify the AusCycling Performance Pathway **value proposition**
- AusCycling Academy coaching is **inconsistent** and at times, 'competes' with existing rider development delivered in clubs i.e., Blackburn, Jets, TIS Dev Squad
- 'Progress' and 'Ignite' need different **upper/lower pathway requirements**
- Club development and 'Ignite' activities lack clear distinction and purpose
- Connectivity and trust with SIS/SAS coaches needs to enhancing to deliver the pathway
- Limited state-level insight into **talent identification** and **development** is patchy outside SASI / QAS
- Racing and **competition opportunities** are not consistently aligned to pathway development
- Pathway **coach development** is limited, not practical, and rarely delivered in situ
- Performance Pathway **communication** lacks clarity and consistency
- Coaches need a **unified resources (digital platforms)** to support AusCycling promote technical skill development
- The **endurance** cycling landscape is evolving rapidly



# What We Heard – System Themes

## **1. Pathway Clarity & Added Value Proposition**

The Performance Pathway is not consistently understood. Stages, standards and progression expectations lack clear articulation, reducing navigability and stakeholder confidence.

## **2. Erosion of the Club Foundation**

Early-stage talent is increasingly extracted upward rather than cultivated locally, weakening junior cycling capability, retention and long-term sustainability.

## **3. Early Professionalisation of Juniors**

U15–U17 athletes are engaging private coaches and adult-style programs too early, misaligned with age-appropriate development and increasing burnout and inequity risk.

## **4. Shouting Talent and Whispering Talent - need both**

Some current identification and selection settings reward early performance over long-term potential, with insufficient structural protection for late maturers and “whispering talent.”

## **5. Coach Capability & Scalability Gap**

Coach development remains accreditation-led and episodic, with limited in-situ mentoring and applied learning, resulting in uneven athlete experiences and “hero coach” dependency.

## **6. Academy Alignment & Consistency**

Academy delivery varies by state and at times duplicates or competes with strong club programs, creating inefficiency and stakeholder tension.

## **7. Events & Competition Misalignment**

Domestic racing timing, format and cross-discipline alignment are not consistently designed to support long-term development, retention or pathway objectives.

## **8. Governance & Role Ambiguity**

Responsibilities across Clubs, SIS/SAS, Academies, COEs and AusCycling lack explicit clarity, creating duplication, service gaps and confusion for riders and parents.

## **9. Equity & Access Pressure**

Geography, private coaching markets and early talent extraction are increasing inequity across the system.

## **10. Structural Incentive Misalignment**

Embedded system incentives are unintentionally accelerating early advantage and short-term behaviours, threatening long-term depth toward 2032.



# AusCycling Rider Development Principles

## Principle 1

### Development Coaches who shape people and performers

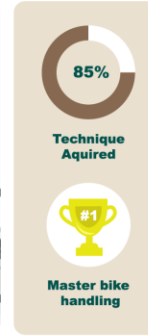
Coaches who double down on skill development and guide both short-term progress and long-term growth as people and riders.



## Principle 2

### Master skills and race craft

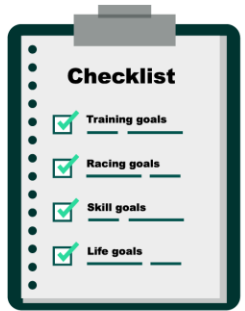
Exceptional skills must be forged early and refined relentlessly through the rider years. This includes bike handling, positioning, and race craft. Exposure to multiple cycling disciplines also accelerates technical growth and sparks rider creativity i.e. BMX Race to Track Cycling



## Principle 3

### Plan to progress

With your coach, craft a clear annual plan that balances skills, training, competition, education and life goals beyond the bike.



## Principle 4

### Use competition as a learning laboratory

Annually, choose races that stretch you, learn to win close contests, and win convincingly — building confidence and belief.

## Principle 5

### Value effort over equipment

Annually, choose Invest more in physical preparation and race intelligence than in fancy bikes or gear.



## Principle 6

### Thriving in tribes

Train and race in positive squad environments that lift standards, encourage bunch racing and skill development, provide strong role models, and support riders through tough times.



## Principle 7

### Talent opens doors, character keeps it open

We back riders who are curious, committed, consistent, and apply high-performance habits to their preparation.



## Principle 8

### Win well, on & off the bike

Education and interests beyond cycling build better people — and happier, more successful athletes.



## Principle 9

### Partnering with parents

Parental support, patience, practical help and encouragement are critical to a successful rider journey.



## Principle 10

### Opportunities, choices — never guarantees

The path to excellence is a steep climb: take ownership, stay open to learning, and enjoy the ride.



If you're ready to become a world-ready rider, find out more at

[auscycling.org.au/riderprinciples](https://auscycling.org.au/riderprinciples)



# I'd love to hear....

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What do you like?

What do you dislike?

What's missing?

## Pathway 2032 Vision

Intentional Progression | Connected | World Ready Riders

## Pathway 2028 Mission

A simple, trusted performance pathway, powered by expert coaches and quality environments, equipping riders for future performance demands

### Strategic Pillars

PATHWAY  
COACHING

TALENT RECRUITMENT &  
DEVELOPMENT  
ENVIRONMENT

DEVELOPMENT  
CAMPS & COMPS

WIN WELL, EDUCATION  
& CONNECTION

TALENT TRACKING  
& DATA INSIGHT

## Rider Development Principles

# Strategic Pillars

## 1 Pathway Coaching

### Goals

Build a nationally aligned cohort of pathway coaches who effectively deliver the Rider Pathway Playbook

### Outcomes

Double the number of expert Pathway coaches who progress riders to required standards within expected timeframes

## 2 Talent Recruitment & Development Environments

### Goals

Work with partners to proactively recruit talent and deliver development environments that reinforce the basics and drive holistic rider progression

### Outcomes

Deep rider pools progressing to international performance levels

## 3 Development Camps, Competitions

### Goals

Accelerate rider progression through purposeful, growth-focused camps and competition experiences

### Outcomes

Development Camps and competition measurably advance rider skills, confidence and readiness for the next level

## 4 Win Well, Education and Connection

### Goals

Ensure the Performance Pathway community understands, applies and is accountable to "Win Well"

### Outcomes

An educated, aligned and accountable Performance Pathway community delivering holistic rider development

## 5 Talent Tracking & Data Insight

### Goals

Leverage data and AI to set clear progression benchmarks, track development and enhance talent visibility across the Pathway

### Outcomes

Clear, real-time pathway data drives smarter decisions and accelerates rider progression



# 1 Pathway Coaching

## Goals

Build a nationally aligned cohort of pathway coaches who effectively deliver the Rider Pathway Playbook

## Outcomes

Double the number of expert Pathway coaches who progress riders to required standards within expected timeframes



Uplift and accelerate IGNITE and PROGRESS-level coach capability and capacity to deliver the pathway

Develop nationally aligned, locally empowered SIS/SAS coaches that holistically equips riders for COE's/Professional Teams

Appoint and develop discipline-specific Junior Coaches to drive pathway standards and strengthen alignment with COEs and clubs

Create a digital platform that shows what great rider development looks like — and how to coach it

Spotlight and formally recognise the unique contribution of Pathway Coaches across the rider journey

## 2 Talent Recruitment and Development Environments

### Goals

Work with partners to proactively recruit talent and deliver development environments that reinforce the basics and drive holistic rider progression

### Outcomes

Deep rider pools progressing to international performance levels



Partner to drive Talent ID, Selection, and Transfer initiatives that rapidly increase rider depth

Design and deliver IGNITE Performance Pathway Hubs that provide exceptional development environments - delivering the Rider and Coaching Pathway Playbooks

Drive tighter alignment between AusCycling COEs and SIS/SAS programs, lifting State DPE quality to meet future performance standards

Align and integrate PST delivery to accelerate rider progression and maximise athlete availability

Strengthen connections between Clubs and the Performance Pathway to ensure seamless graduation, and a 'talent safety net' for existing Pathway riders

# 3

## Development Camps & Competitions

### Goals

Accelerate rider progression through purposeful, growth-focused camps and competition experiences

### Outcomes

Development Camps and competition measurably advance rider skills, confidence and readiness for the next level



Work with the AusCycling Events Program to align and innovate the national competition calendar to support delivery of Performance Pathway

Deliver a four-year domestic camp and competition program that systematically prepares riders to meet Rider Pathway Playbook standards

Deliver a four-year international camp and competition program that systematically prepares riders to meet Rider Pathway Playbook standards

Prioritise skill execution, race craft, high-performance behaviours and strong feedback mechanism across all Pathway camps and competitions

Strengthen long-term event viability through innovative performance formats, strategic partnerships and improved rider retention

# 4 “Win-well”, Education and Connection

## Goals

Ensure the Performance Pathway community understands, applies and is accountable to “Win Well”

## Outcomes

An educated, aligned and accountable Performance Pathway community delivering holistic rider development



Publish and embed the AusCycling Performance Pathway & rider/coach playbooks

Performance Pathway riders are formally educated & supported to adopt the attitudes and habits to thrive in high performance environments

Increase transparency and understanding of Performance Pathway selection policies to build clarity, confidence and trust

Enhance Parent connection and capability to positively influence rider development

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Foster pride, belonging and an understanding of the privilege and responsibility of engaging in the Performance Pathway

# 5 Talent Tracking & Data Insights

## Goals

Leverage data and AI to set clear progression benchmarks, track development and enhance talent visibility across the Pathway

## Outcomes

Clear, real-time pathway data drives smarter decisions and accelerates rider progression



Build a National Talent Tracking system — the single point of truth on rider development — to spot, track, and progress talent

Elevate coach data literacy to strengthen decision-making and enhance engagement with the Next Gen riders

Publish clear, data-driven standards and benchmarks so expectations to remain on the Pathway (and/or World Junior selection) are transparent

Design a 'Performance Pathway Health Index' to provide real-time visibility of Performance Pathway effectiveness

# I'd love to hear...

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What do you like?

What do you dislike?

What's missing?

THANK YOU

