

Review into AusCycling World Junior Selection Policy and Pathway

Findings, Considerations & Next Steps

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Who We Engaged With



56

Questions in an independently conducted survey sent to:

2000+

Club presidents and coaches

250

Targeted athletes, parents, riders, coaches, institutes and national selectors



Key AusCycling staff



4 x 90-minute focus group meetings

For riders, coaches, parents and selectors



1500+

Free-text responses analysed and themed



One-on-one Interviews

With development coaches, riders, parents, selectors and committees

Challenges and Themes Explored

1

**Policy Awareness,
Understanding, and
Communication**

2

**Policy Integrity:
Fairness, Transparency,
and Application**

3

**Balancing
Excellence and
Development**

4

**Structural and
Philosophical Design of
the WJC Selection Policy**

5

**Performance
Impact and Pathway
Effectiveness**

6

**Funding, Costs,
and Resource
Sustainability**

10 Considerations

- 1 Define and communicate a clearer, visible, and B2032+ focused Pathway Strategy
- 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 pathway depth
- 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

Your Feedback - Our Considerations

DEFINED PATHWAY

- Our pathway lacks visibility, clarity and simplicity.
- Athletes, parents and coaches are confused by what's next or expected.
- How do all programs, categorization and policy work together?



- Simplify the rider pathway
- Define AusCycling's 'Pathway Playbook' that articulates stages/ requirements & that coaches embrace
- Clarify the roles of each stakeholder in the journey
- Publish, communicate and educate all involved with easy to find resources and curriculum

DEFINED PRINCIPLES

- There is confusion about the purpose of selection onto a WJC Team and its role in the broader pathway of development



- Define and communicate JWC Selection Principles with the 'Why', 'What' and the 'How'
- Overt educational program clarifying the role of WJC in pursuit of excellence

IMPROVE COMMUNICATION & EDUCATION

- Information and policies are late, unclear and hard to find
- We need more transparency around discretionary selections



- Comprehensive communications strategy.
- Dedicated information portals with easy to find and understand policies and materials.
- Youth friendly platforms to engage young riders i.e., App alerts

MINIMUM PERFORMANCE STANDARDS

- Lack of clarity around minimum performance standards
- More actionable feedback loops for riders, parents and coaches.



- Review and define minimum performance standards for WJC selection
- More objectivity around 'discretionary' selections

SQUAD-TO-TEAM SELECTION & DEVELOPMENT

- More year-round development and selection being integrated
- More regular touchpoints/ feedback Vs one-off, high stakes WJC selection



- Pilot Squad to Team selection model in 2026.
- Formalised feedback systems introduced - especially at U15 17 19 level – inc parents/coaches
- Appointing discipline specific coaches to lead year long squad to team selections

Your Feedback - Our Considerations

CURRENT PERFORMANCE AND FUTURE POTENTIAL

- Community wants to see both current medal-capable riders and riders / teams on slower medal trajectories be considered in WJC selection.



- A two-tier selection model: Tier 1 for riders with immediate medal potential;
- Tier 2 for those with longer-term potential or key roles in team events
- A deeper offering of more nationally driven development activities i.e., best alongside best

STRENGTHEN JUNIOR FEEDBACK LOOPS

- Strengthen selectors' skills in providing clear, consistent, and development-focused feedback.
- Integrate even more discipline specific expertise into the selection panels



- More retired coaches and former elite riders on junior selection panels
- Running early-season formal selector briefings
- Strengthen selector capability and consistency and develop a clear succession pipeline.

HARNESSING VOLUNTEERS

- Engage more volunteer experts from the community to strengthen WJC campaign planning and delivery



- Establishing a targeted, volunteer program to support WJC campaigns i.e., team management, logistics, communications and welfare, drivers

UNLOCKING NEW REVENUE

- Costs remain one of the most significant barriers facing families supporting riders
- There is no comprehensive cost modelling of the true pathway cost from club to elite for AUSCycling and/or Parents/Riders



- Setting up a future-stars funders group
- Publishing and promoting a junior athlete grant directory & guide
- A pathway funding push with Brisbane 2032+ momentum
- Fully costed pathway modelled, with cost implications more overtly published for parents

OLYMPIC & NON OLYMPIC POLICY

- Non-Olympic disciplines feel underserved and overlooked by the current policy. Stakeholders are asking for tailored approaches that fit their unique needs, structures, culture and financial situations



- Moving from a single overarching selection policy to an Olympic & Paralympic policy and a non-Olympic selection policy.
- Appointing a General Manager to lead non-Olympic discipline growth

Project Ascent B2032+

The world's most future-focused cycling pathway — expertly identifying, preparing, and inspiring our sport's brightest talent

Aug/Sep

Communication rollout, redefining the pathway and KPIs

Oct/Jan

Selection policies, education and cost modelling

Feb/Apr

Define operating model and relaunch pathway

May

Resource builds

June

Embedding, adoption and handover



Thank you

