

World Class Performance Pathway

Malta

**Triathlon**  
FEDERATION



## MALTA TRIATHLON FEDERATION WORLD CLASS PERFORMANCE PATHWAY

***“To create a professional system that will establish a network of inspired and leading triathlon coaches at all levels around Malta, that will maximise performances of triathletes and Para triathletes from grassroots to podium”***

**GOAL:** To develop a structured programme to enable senior elite athletes to compete on the World Triathlon circuit in both male and female categories.

**HOW:** To be achieved by starting a national junior development programme to recruit, retain and develop suitable athletes from the age of 14 to senior level.

Likely time-frame 8-12 years



## PHASE I ( OCTOBER 2022/ OCTOBER 2023)

- Overview of program
- Recruitment of Head Coach
- Appointment of Coach Consultants
- Defining of age groups and race formats
- Identifying and establishing pre- development stages.
- Initiating a talent ( performance ) pathway juniors and seniors
- Breakdown of the stages: Tri club (grassroots) / Skills School/ Development Squad/Performance Squad (World class Team Malta)
- Senior qualifications for Sprint and Super Sprint draft legal races 2022/2023 . Age group representation
- Coaching development , qualifications
- Recruitment of support team.
- Financial forecast 2022/2023
- Outlining Youth and Junior national and international race calendar 2022/2023
- Technical - Wheel Regulations and Detailed information on MTDS
- Athlete code of conduct



## HIGH LEVEL OVERVIEW

### Priority Action List for Establishment of Malta Triathlon Development Squad

Identification



Development of Talent



Retention





# TALENT IDENTIFICATION

- Assess all currently active athletes aged 13 upwards. Prioritise obtaining up-to-date swim and run times: then compare these with Talent Pathway times developed by British Triathlon.
- Research and gain an understanding of swim programmes available in Malta. Make contact with the coaches of these programmes and enter a dialogue as to how a triathlon programme can work alongside them. This is perceived to be a critical requirement for developing future high-performing triathletes: Talent must be identified which has the necessary level of swimming.
- Once swim coaches are onside, create a pathway for swimmers to try triathlon as and when they wish. This could be by holding regular trials at an appropriate point in the training year. Run ability would be considered and assessed at this point too.
- Talent Identification should be an ongoing process.

Nurturing and maintaining good relationships with swim programmes is essential.





# TALENT RETENTION

- Squad Composition: Age 14-19 years old. It is very important not to recruit lower than age 14. It can be tempting to include under 14s, especially if there is a lack of numbers over 14. This will dilute the value of the squad for the older athletes as well as encouraging too high a degree of specialisation too young. We need a mixture of current triathletes and new talent. We must have near equal numbers of males and females on squad. Squads should contain sufficient males and females to create good training groups. Ideally 4-6 of each/squad. Minimum 4 of a sex at any one time and ratio no worse than 40:60. If necessary include athletes who don't strictly meet entry criteria but who can be good training partners.
- Don't over test or set time-limited goals. Only deselect as a last resort if an athlete is not attending and/or not engaging - try and address reasons first and be forgiving.



# TALENT DEVELOPMENT

**Emphasis on 4 areas:**

- 1. Aerobic Development**
- 2. Personal Development - independence, overcoming challenge**
- 3. Skill Development**
- 4. Retention of Speed**

Focus on creating a positive environment, developing an appropriate training model, improving athletes' performances and gaining race experience at the correct level of competition. Also involve and develop local coaches to deliver and ultimately direct aspects of the programme.

Relationships with the School of Sport need to be addressed.



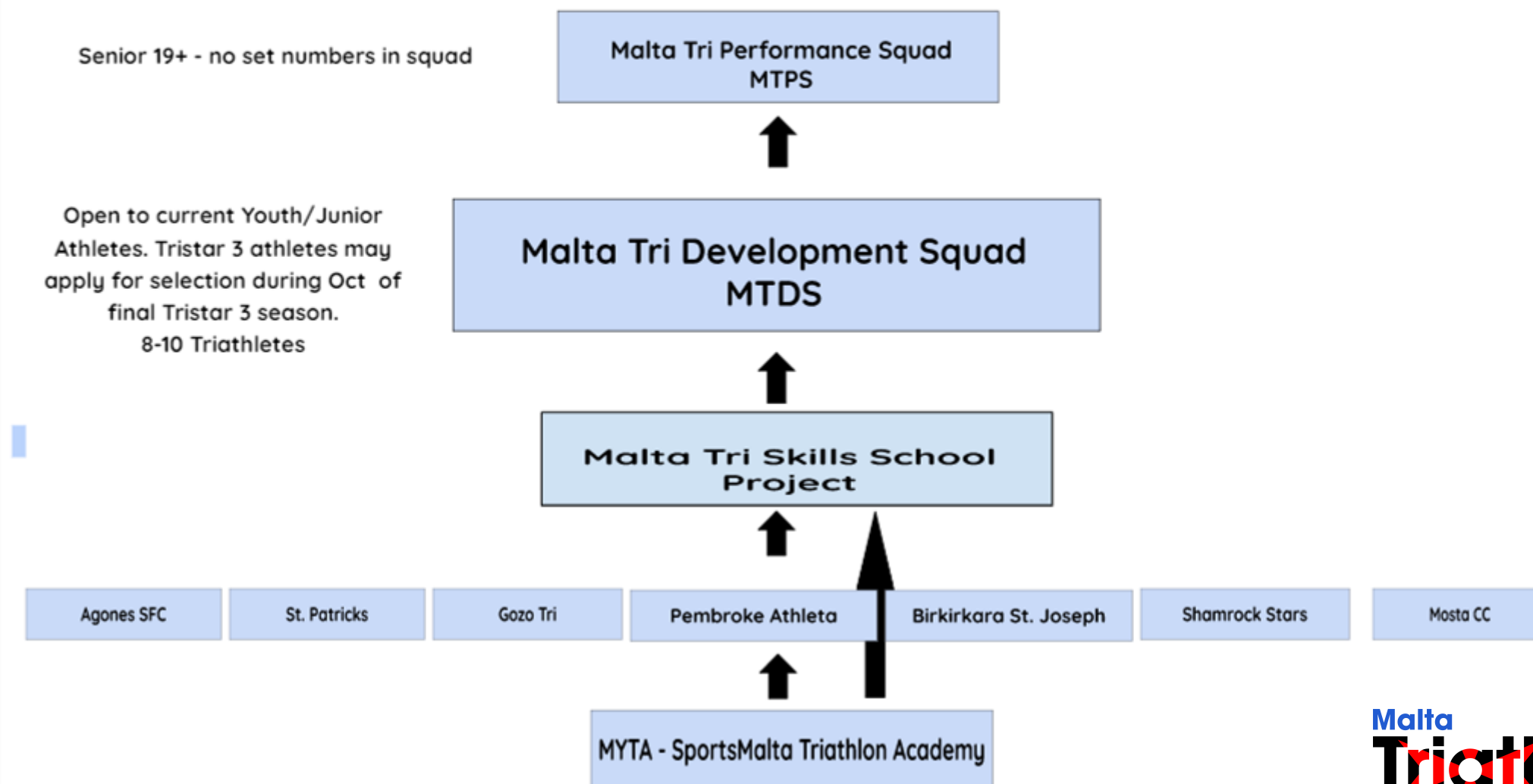
## PROGRAMME TO CONSIST OF FOUR STRANDS

1. Strategic development; aligning talent identification and confirmation with long-term goals.
2. System of supporting athletes within their daily training environment; liaising with personal coaches, parents, single-sport coaches etc.
3. Regular camps that bring the squad together; developing a positive social structure, providing training opportunities beyond their daily training environment, involving triathlon and single-sport coaches as well as other practitioners such as physios, sports doctors, etc. These camps should be timed to fit in with the race calendar as well as dates such as school holidays. Suggest 6 camps per year initially. These could range in duration from 2-5 days. If budget allows then residential camps are ideal. The opportunity for the athletes to mix outside of training provides a great degree of social cohesion which is a powerful driver of motivation and commitment.
4. Support of athletes at competitions.





## Visual of Program and Pathway





## Age group related race distances and rankings

Age/Grouping*	Triathlon	Aquathlon	Duathlon
Triathlon Stars: 8 year old or will be 8 year in 2022	Swim: 50 m (OW 50-100m) Bike: 1.5 km (800m off-road) Run: 500 m	Swim: 50m (OW 50-100m) Run: 500m	Run: 250 m Bike: 1.5 km (800m off-road) Run: 250 m
Tri 1: 9/10 year	Swim: 150m (OW 150-200m) Bike: 4 km (3km off road) Run: 1.5 km	Swim: 150m (OW 150-200m) Run: 1.5 km	Run: 1 km Bike: 4 km (3km off-road) Run: 500m
Tr 2: 11/12 year	Swim: 200m (OW 200-300m) Bike: 6 km (5km off road) Run: 2 km	Swim: 200m (OW 200-300m) Run: 2 km	Run: 1 km Bike: 6 km (OW 5km) Run: 1 km
Tri 3: 13/14 year	Swim: 300m (OW 300-350m) Bike: 8 km (6km off-road) Run: 3 km	Swim: 300m OW 300-350m) Run: 3 km	Run: 2km Bike: 8km (6km off-road) Run: 1km
Youth: 15/16 year	Swim: 400m (OW 400-500m) Bike: 10km (8km off-road) up to 20km Run: 4km up to 5km	Swim: 400m (OW 400-500m) Run: 4km	Run: 2km Bike: 10km (8km off-road) up to 20km Run: 2km
Junior: 17/18 year	Swim: 400m (OW 400-500m) Bike: 10km (8km off-road) up to 20km Run: 4km up to 5km	Swim: 400m (OW 400-500m) Run: 4km	Run: 2km Bike: 10km (8km off-road) up to 20km Run: 2km
18+	TBC	TBC	TBC

- The child's category is based on the age that they will be by 31st December in that year.



# Malta Tri SKILLS SCHOOL

Open to TS2 Triathletes and older (age 10-16 years)

## What is the Malta Tri Skills School?

Skills School supports the development of young triathletes and their coaches through a series of Skill School days around Malta.

The Skill School will provide a unique blend of participation and performance, providing all the benefits associated with both..

The specifically designed and developed Skills School curriculum will be done in collaboration with qualified triathlon coaches, the MTF associated triathlon clubs and the Performance Programme .

The Malta Tri Skills School will be overseen by the MTF head coach and Technical Advisor, and supported by qualified triathlon coaches. Some sessions will be led by specific sports coaches ( swim coach, run coach , S&C coach and cycling coach).

## Who is it for?

Skills School days are primarily for athletes committed to improve their triathlon skills and explore personal excellence using the Skill School principles.

Those wishing to attend must be able to meet the 5-5-5 criteria. This is the ability to swim, bike and run for 5 minutes continually in each of the three. There are no other performance requirements for attending a Skills School day or weekend.

Athletes must be between the age of 10 - 16 yrs. Having some triathlon experience whilst not essential will be beneficial.

It's also a great day for the coaches to develop their knowledge working with junior athletes. The coaches will have the opportunity to develop their coaching skills in line with the Skill School ethos with problem based learning through game based sessions.

## Where will the sessions be held?

Every associated triathlon club will be providing a venue for a Skills School day or weekend, ideally using their home base venues. The club will be informed and guided by the Skills School lead coach of what the focus of the sessions will be.



## Malta Tri SKILLS SCHOOL

### Curriculum

- Triathlon specific problem solving.
- Speedskills for swimming, cycling and running through discovery
- “Whole child” coaching - developing the child and the athlete
- Produce better performances at all levels of triathlon

### Commitments

- Provide resources that guide and challenge young triathletes to discover a positive learning process
- Create a dynamic framework of skills that encourages young triathletes towards personal excellence.
- Encourage athletes to reinforce personal behaviours that support a healthy, balanced triathlon lifestyle.
- Support coaches of young triathletes through opportunities to enhance their coaching practice.
- Provide environments that better develop athletes and coaches using the Skills School principles of development.
- Enable coaches to build and engage in relationships and supportive networks that offer peer learning and development opportunities



## Seniors Triathletes Qualification strategy for Sprint & Super Sprint DRAFT LEGAL race formats 2022/2023

Trial Day (TBC)

400m swim/3km run

This will be a one-day time-trial set up

\*athletes will be allowed to submit times from accredited events this year/last 12 months. ie. a swimming or athletics meet.

Who is this for  
TBC

Selection process  
TBC

### Age group representation

Who is it for?  
TBC

Selection process  
TBC

All successful athletes will be invited to race designated national and international SPRINT and SUPER SPRINT draft legal races.  
They will be fully supported by MTF and have access to the coaching and technical advisory team.







## Malta Tri Development Squad MTDS (8-10 athletes)

Open to current Youth and Junior athletes and also Tri 3 athletes may apply for selection during the October of their final Tri 3 season.

The development squad is the first stage of the “ Maltese World Class Performance Pathway”

The MTDS (Malta Tri Development Squad) is for youth and junior athletes, and is exclusively focussed on Olympic format triathlon - i.e. Draft legal racing up to Olympic distance. With the new addition of “Mixed Relays”

This will be addressed in the training modules.

### Stage 1: Application Process

Attendance to the regular centrally held development days is required along with attendance of the MTF Youth & Junior Race calendar.

*\*If you are 15 or younger on 1st September you'll trial over 200m (swim) and 1500m (run), otherwise you will trial over 400m and 3000m  
As with the Malta Tri Skills School we will use a points system.*

### Stage 2: Selection Process

The nature of draft-legal triathlon, and the remit of the Performance Pathway (to deliver athletes to the European/ World Class Circuit) determine the type of young performer that the programme seeks to recruit into the squad, and therefore the selection process and standards.

- 14y old Boy: 200m swim time 2:25 with 1500m run time of 4:45
- 14y old Girl: 200m swim time 2:30 with 1500m run time of 5:25
- 17y old Boy 400m swim time 4:50 with 3000m run time of 9:40
- 17y old Girl 400m swim time 5:10 with 3000m run time of 10:55



## Malta Triathlon Performance Squad (MTPS)

Senior - 19 years and over. Mixture of triathletes graduating from the development squad and any possible talent transfer from swim/run backgrounds. There are no set numbers for this squad. Initially it will be a support mechanism for athletes who individually meet the entry requirements. Entry requirements are a continuation of the Development Swim/Run scores plus race results (once athletes have been in the sport for 2 years).

### Training

Placing members of the Development Squad within established programmes at overseas Universities or possibly within professionally coached squads would be very effective. There are several strong University programmes within the UK that would be suitable. This could be supported by squad camps run either in Malta or at suitable overseas locations. The Maltese Head Coach will oversee development of athletes and provide additional targeted support as needed. (eg. camps focussed on a particular aspect of development.)

Performance targets to be set to measure competence before progression to the next level of competition.

Initially this could be set around the level of finishing within the top 25% of the field no more than 10% behind the winner. (exact figures to be determined - this is an initial ballpark suggestion).

Standard to be achieved on multiple occasions (minimum 2) within a season.

### Competition Pathway

- Maltese races
- National Level races such as the British Super Series, Junior and Senior
- European Junior Cup races
- European Junior and Under-23 Championships
- World Junior and Under-23 Championships
- French Grand Prix races (and similar in other European nations)
- European Continental Cups - Senior
- World Cups
- Commonwealth Games
- World Championship Series
- Olympic Games



## Coaching development, qualifications

### Appointment of MTF Manager

#### Purpose:

Implement and support safe and effective training programmes that assist the Club coaches and the different development squads. Help to deliver and develop the new vision for the MTF.  
To develop and build a platform for future medallists at major Games and Championships

#### Commitment:

Work with all coaches in a support role on the guidance and preparation of coaching sessions, coach the development squads or give guidance, attend all MTF meetings involving the coaching and development structures .

#### Data processing:

Have a nominative list of all coaches working in the triathlon clubs who are affiliated with MTF, their qualification and contact details. Appointing a MTF welfare officer (can be a MTF associate) and installing a safeguarding structure in all clubs and the development squads.

#### Disciplinary process:

Set out disciplinary powers, complaints, disciplinary committee procedures, appeals, notices, publicity and term suspensions.

#### Coaching qualifications:

ITU - World Triathlon

Triathlon Activator/Level 1 Triathlon Coach/Level 2 Triathlon Coach/Performance Development Triathlon Coach/High Performance Coaching

BTF Level 1/Level 2/Level 2 Diploma/High Performing Coach Programme

#### Coach Attributes:

Planner/ Organiser /Mentor/ Teacher /Manager /Role-model /Motivator /Trusted Advisor



## Recruitment of support team

Appointment of MTF Manager ( responsibilities, purpose, commitments and main duties to be specified by MTF)

Designated practitioners: who provide athlete services

- Sports medicine
- Physiotherapy & soft tissue
- Performance analysis
- Psychology
- Strength & conditioning
- Performance nutrition
- Performance lifestyle
- Athlete health
- Biomechanics
- Designated bike mechanic (association with bike shop or main cycling sponsor)





## Financial forecast 2022/2023/2024

Skills School budget	MTDS budget	Budgetary Considerations
<p>Venue hire (annually)</p> <p>Coaching costs (annually)</p> <p>MTSkills School annual costing</p> <p>Venue costs subtotal</p> <p>Coaching subtotal</p> <p>Admin costs</p> <p>Miscellaneous</p>	<p>Venue hire</p> <p>Coaching costs</p> <p>Admin Person</p> <p>Monthly subtotal: €740</p> <p>Training camps (annually)</p> <p>National selection day</p> <p>National training camp 3 days (weekend Friday evening included)</p> <p>International training camp 7 days</p> <p>Miscellaneous annually</p>	<p>Need to have resources for:</p> <p>Payment of Manager</p> <p>Expenses and payment for Coach Consultants including costs of travel to Malta and race/camp venues, plus accommodation and subsistence costs.</p> <p>Remote Consultancy</p> <p>Visits to Malta: 2 trips/</p> <p>Payment of Assistant Coaches (See MTDS budget adjacent)</p> <p>Camp budget (See MTDS budget adjacent)</p> <p>Race expenses - costs of athletes and support staff attending races.</p> <p>TBC - needs careful planning of appropriate race programmes for athletes - minimal overseas racing in early years of the programme</p> <p>Prioritisation - the weighting given to each of the elements above could change as the programme develops.</p> <p>Sustainability - get as long an agreement as possible with funding partners.</p>





## Appendix:

### Wheel regulations for Junior racing

All juniors will ride on standard or traditional wheels, a standard wheel is defined as:

A rim made out of aluminium (no carbon)

- Maximum rim depth 35mm
- Minimum of 16 spokes
- Spokes which do not exceed 3mm width

Using UCI wheel list to define a standard wheel (2016)

### Gear restrictions

All junior age groups **will** use gear restriction in **draft legal races** and all MTF accredit races that will have a score table for the development squad application.

<https://youtu.be/eZK3qnz62zc>

<https://youtu.be/QsD1NTZpSs0>

## National and International race calendar 2022/2023

TBC



## More Info MTDS

The programme is interested in athletes who have potential to become senior triathletes in the future: this entails significant commitment to training for, and competing at, triathlon over a substantial period of time. Triathletes, unlike swimmers, do not reach competitive maturity until at least their mid-twenties.

As you might have noticed, cycling does not feature in these trials. Why's that? Swimming and, to a slightly lesser degree, running are **early development** sports. They require a large amount of time (thousands of hours) to master and as a consequence are very difficult to master as an adult, because there's no time. Swimmers win Olympic medals in their teens. Runners mature later (there are a few teenage Olympians) but the movement patterns for running fast have to be developed young. With age comes power and endurance. Cycling, on the other hand, is a **late development** sport. It requires excellent cardiovascular fitness but is technically relatively simple. Many of the world's best cyclists converted to cycling having developed their cardiovascular capacity in other sports.

However, becoming a cyclist is an essential part of becoming a triathlete, and though it is possible to make up the ground on those who cycled from a young age, it requires serious commitment, a lot of hard work and can not be done in isolation.

In order to join the MTDS you will have to demonstrate that your home training environment and commitment will enable you to make good progress.

- you must be able to train regularly with a swimming club or tri -squad (at least 4 times a week)
- you must be able to cycle regularly ( twice weekly) with cyclists (e.g. cycling or triathlon club)
- you must commit to keeping a training diary
- you must be able to prioritise triathlon over the individual sports.
- you will be introduced to a triathlon based training structure (periodization plan)

All coaches involved in the MTDS will be needing a Level 3 triathlon coaching certificate (can be Level 2 in the process of further qualification)



# World Class Performance Pathway

Create the best possible conditions for success, then let go of the outcome

**Train Hard**  
**Train Smart**  
**Train Together**