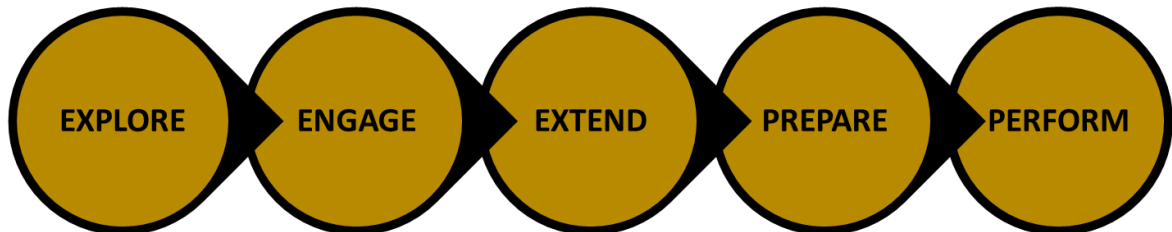


PARA CYCLING ATHLETE PATHWAY



Explore – Learn to ride

- Introduction (or re-introduction) to basic bike skills, balance and safety, usually at home under the guidance of a parent/carer.
- Focus is on building confidence on the bike, developing fundamental movement skills, and healthy living through sport and recreation.

Engage – Community cycling

- Regular participation in cycling, either recreationally or at a local cycling club with a qualified coach.
- Focus is on independent riding, road safety, developing basic bike handling skills, and building stamina.
- May include competition at the local, regional, and occasionally, national level.
- Also includes adult riders and cycling groups training for fitness and/or recreational competitive events such as Masters Games, race series and triathlons.

Extend – Regular racing

- Commitment to regular participation in carefully programmed cycling training with a local cycling club or training group, typically under the supervision of a qualified cycling coach.
- Regular involvement in local, regional and national level competition.
- Regular participation in training and racing opportunities via the Paralympics New Zealand (PNZ) Para Cycling Open Programme and/or the PNZ 3 Wheel Race Series (refer to PNZ Para Cycling Open Programme and 3 Wheel Race Series outlines for more information).
- Focus is on advancing technique and racing skills, continual performance improvement, and an introduction to high performance behaviours.
- Para cyclists displaying interest and early signs of potential for future high performance involvement may be added to the PNZ Para Cycling Watch List, or invited to join the PNZ Paralympic Potential Programme as a Prospect (refer to PNZ Paralympic Potential Programme outline for more information).

Prepare – Preparation for high performance

- Commitment to the pursuit of Paralympic representation within 4-6 years.
- Dedication to a carefully planned training programme including cycling training, strength and conditioning, nutrition, psychology, and recovery.
- Regular involvement in local, regional, national, and occasionally, international level competition.
- Focus is on skill and tactical development, bike maintenance, preparation for high performance training environments, development of high performance behaviours and in some cases, introduction to international competition.
- Para cyclists demonstrating progression towards international performance standards in Paralympic events may be selected to the PNZ Paralympic Potential Programme (refer to PNZ Paralympic Potential Programme outline for more information).

Perform – High performance Para cycling

- Commitment to the pursuit of Paralympic podium success within the next 4 years.
- Immersion in a high performance daily training environment with access to high performance coaching and regular performance support in areas such as athlete life, nutrition, psychology, physiology, biomechanics, physiology and/or strength and conditioning.
- Regular involvement in local, regional, national, and international level competition.
- Focus is on commitment to a high performance training program, refinement of skills, strategies and behaviours in high performance environments, success at international events, and commitment to a high performance lifestyle.
- Para cyclists demonstrating progression towards a podium performance at the World Championships and Paralympic Games may be selected for the PNZ High Performance Programme (refer to PNZ High Performance Programme outline for more information).



PARA CYCLING OPEN PROGRAMME

Purpose

- Training, racing and development opportunities for all New Zealand Para cyclists.

Outline

- Leverages major Para cycling events to maximise athlete and coach development via incorporating open multi-class training camps alongside existing competition opportunities.
- Each Open Programme camp will include:
 - On-road training sessions.
 - Educational workshops and/or development opportunities.
 - Coach development workshops.
 - Multi-class racing.

Selection processes

- Open to all interested athletes with a provisional, national or international Para cycling classification.

Paralympics New Zealand support

- Programme administration, camp logistics and race management (in conjunction with event organisers).
- Discipline specific coaching and advice at all camps.
- Access to performance support expertise via educational workshops and development opportunities at camps.
- Race day support.

Expectations and expenses

- All participants are expected to display positive, supportive behaviours throughout all camps and races.
- Participants are responsible for their own personal support needs - Where assistance is required for transport, mobility, training/racing preparation, and/or personal care, it is the responsibility of the athlete to ensure a carer/support person is available throughout the duration of the camp; Carers and supporters are welcome (and encouraged) to attend all training, development and racing sessions.
- Participants are responsible for their own travel, accommodation, local transportation, and bike transport arrangements.
- On occasion, some meals may be arranged by camp organisers, however, generally speaking, participants are responsible for providing all food, including any training, racing and recovery snacks.
- A camp fee may be charged to contribute to operational expenses. Camp fees may vary from camp to camp due to location variability in operational costs. All camp fees will be kept as minimal as possible. Carers/supporters are welcome free-of-charge.

Further information on the Para Cycling Open Programme and a schedule of events, will be posted on the Paralympics New Zealand website and distributed to all registered Para cyclists as it becomes available. To register as a new Para cyclist, please visit: <http://www.paralympics.org.nz/Pathway/RegisterNow>.



PARA CYCLING 3 WHEEL RACE SERIES

Purpose

- Specialised training, racing and development opportunities for handcycle and trike riders.

Outline

- 4 x 3-day events held in various locations around New Zealand.
- Each event will include:
 - Handcycle / trike specific training sessions and coaching expertise.
 - Handcycle / trike specific educational workshops and/or development opportunities.
 - Factored Time Trial and/or Road Race.
- Races held during each event will form the PNZ 3 Wheel Race Series:
 - During each race, competitors will accumulate points based on multi-class factored results.
 - The series will conclude with the Road Cycling National Championships in May where a winner's jersey is awarded to the rider who accumulates the most points across the series.
 - A leader's jersey is worn throughout the series by the rider leading the points table.
 - Wherever possible, races will be aligned to existing competitive events.

Selection processes

- Open to all interested athletes with a provisional, national or international Para cycling classification of H1-5 or T1-2.

Paralympics New Zealand support

- Programme administration, camp logistics and race management (in conjunction with event organisers where relevant).
- Handcycle / trike specific coaching and advice at all camps.
- Access to performance support expertise via educational workshops and development opportunities at camps.

Expectations and expenses

- All participants are expected to display positive, supportive behaviours throughout all camps and races.
- Participants are responsible for their own personal support needs - Where assistance is required for transport, mobility, training/racing preparation, and/or personal care, it is the responsibility of the athlete to ensure a carer/support person is available throughout the duration of the camp; Carers and supporters are welcome (and encouraged) to attend all training, development and racing sessions.
- Participants are responsible for their own travel, accommodation, local transportation, and bike transport arrangements.
- On occasion, some meals may be arranged by camp organisers, however, generally speaking, participants are responsible for providing all food, including any training, racing and recovery snacks.
- A camp fee may be charged to contribute to operational expenses. Camp fees may vary from camp to camp due to location variability in operational costs. All camp fees will be kept as minimal as possible. Carers/supporters are welcome free-of-charge.

Further information on the Para Cycling 3 Wheels Race Series and a schedule of events, will be posted on the Paralympics New Zealand website and distributed to all registered Para cyclists as it becomes available. To register as a new Para cyclist, please visit: <http://www.paralympics.org.nz/Pathway/RegisterNow>.



PARA CYCLING

PARALYMPIC POTENTIAL PROGRAMME

Purpose

- Confirmation of high performance potential and preparation for transition to high performance.

Outline

- National initiative led by Paralympics New Zealand (PNZ) to support Para cyclists demonstrating progression towards Paralympic representation in 4-6 years.
- Camps-based programme aimed at fostering the development of knowledge, skills, attributes and other characteristics required to be a medal-winning Paralympian.
- Para cyclists are introduced to high performance training environments and behaviours, and in some cases, experience international competition.
- Between camps, athletes train with a local cycling coach/club, or receive remote coaching advice from the PNZ Para Cycling Development Coach.

Eligibility

- Hold a national Para cycling classification.
- Hold a valid New Zealand passport and be eligible to represent New Zealand.
- Hold a Cycling New Zealand membership.
- Have not, whether by an act or omission, brought PNZ into disrepute.
- Not be serving a ban from participation in Para cycling for any reason (such as a result of being found guilty of a doping offence, or being found guilty of an offence relating to betting, manipulation of results, corrupt conduct, inside information etc.).

Selection processes

- Invitation following trial at a PNZ talent identification initiative.
- Invitation following regular involvement in the PNZ Para Cycling Open Programme.
- Invitation following regular involvement in local Para cycling activities (e.g. ParaFed Para cycling programme, local cycling club group rides and race nights etc.).
- Invitation following observation during competition (e.g. Cycling New Zealand Road National Championships, Activ8 Waikato Para Cycling event, Halberg Junior Disability Games etc.).
- Invitation following observation during other major disability sport or Para sport event (e.g. ACC PNZ Open Day, Blind Foundation 7 Day challenge etc.).
- Involvement in PNZ Para Sport Transfer Programme for high performance athletes seeking to pursue a high performance pathway in an alternative sport.

Selection considerations

- Suitability for targeted Paralympic events.
- Eligibility for targeted classifications.
- Motivation and ability to commit to a high performance development programme.
- Demonstration of positive behaviours (e.g. positive attitude, good listening skills, growth mindset, perseverance, team player, fast learner, high performance aspirations etc.).
- Demonstration of potential for rapid and ongoing improvement.
- Current skill level / satisfaction of sport-specific performance standards.
- Health and injury status.
- Past sporting experience.

Paralympics New Zealand support

- Assistance to connect with a suitable coach (where required).
- 3-5 training camps per year (including coaching, education, and basic performance support services).
- Home programme support from PNZ Para Cycling National Development Coach, including regular communication and advice for both Paralympic Potential athletes and their coach; where possible, may include visits to the home training environment.
- Individual development planning and monitoring assistance.
- Coaching support at the National Road Cycling Championships and the National Track Cycling Championships.
- Access to Training Peaks software for monitoring training, progression and performance.
- Some Paralympic Potential athletes may be eligible for the Sport New Zealand / High Performance Sport New Zealand Pathway to Podium Programme offering additional development opportunities and localised performance support. Participation in the Pathway to Podium Programme is via recommendation from PNZ, and is generally reserved for athletes preparing for their first major international event within the next 12 months.

Expectations of Paralympic Potential athletes

- Regular participation in training (approximately 3-5 training sessions per week).
- Regular participation in a strength and conditioning programme (approximately 1-2 sessions per week).
- Regular participation in local, regional and national competitive events (plus international events where appropriate and advised).
- Attendance at all Paralympic Potential Camps (except with prior approval of exemption from PNZ Para Cycling National Development Coach).
- Completion of advised standardised testing and monitoring procedures.
- Effective communication with PNZ Para Cycling National Development Coordinator.
- Demonstration of commitment to agreed individual development plan.
- Demonstration of positive, supportive, and performance focussed behaviours.
- Demonstration of continual improvement in behaviours and performance.
- Demonstration of commitment to PNZ Athlete Agreement.

Coaching

- Where required, efforts will be made to link Paralympic Potential athletes with a suitable local coach.
- Where a suitable local coach is unavailable, remote coaching may be provided by the PNZ Para Cycling National Development Coordinator.
- On occasion, Paralympic Potential athletes may be advised to consider alternative coaching options from their current arrangement that may better support their high performance aspirations.

Expenses

- At this stage of the pathway, all regular training, competition and equipment expenses are the responsibility of the athlete.
- Athletes are typically required to arrange and cover all travel, food, accommodation, and local transportation requirements for Paralympic Potential Camps, however coaching and development activities at the camps are generally provided free of charge.
- On occasion, equipment may be provided to Paralympic Potential athletes on a loan basis; however, athletes are responsible for the maintenance of any equipment loaned to them by PNZ, including arrangement and payment of servicing and repairs. Loan equipment is expected to be returned to PNZ in the same condition as initially provided.
- In the event of participation in international competition, Paralympic Potential athletes will be self-funded. PNZ will typically assist with event logistics and planning, however athletes will be invoiced for any associated tour expenses.

Personal support needs

- Participants are responsible for their own personal support needs - Where assistance is required for transport, mobility, training/racing preparation, and/or personal care, it is the responsibility of the athlete to ensure a carer/support person is available during all camps and events; Carers and supporters are welcome (and encouraged) to attend all training, development and racing sessions.

Para Cycling Prospects

- Some athletes may be invited to join the Paralympic Potential Programme as a “Prospect”.
- Prospects are typically athletes who are displaying early signs of desirable skills and behaviours, but either, have not yet reached performance standards to confidently confirm Paralympic potential; or, whose personal circumstances prevent full commitment to a high performance development programme (e.g. health/injury/rehabilitation status, study commitments, pending classification etc.).
- Support from PNZ for Prospects and associated expectations are much the same as for full Paralympic Potential Squad athletes, however, where resources are limited, priority will be given to full squad members. Any adjustments to support and expectations will be discussed with Prospects through the individual development planning process.

Para Cycling Watch List

- Some athletes may be named on the PNZ Para Cycling Watch list.
- Watch List athletes are typically interested in Para cycling but not yet ready for involvement in a development programme due to factors such as age, classification status, health/injury/rehabilitation status, current involvement in other sport programmes, or other personal circumstances.
- Watch List athletes are encouraged to engage in regular cycling training and competition opportunities, and, where possible, involvement in the PNZ Para Cycling Open Programme and/or 3 Wheels Race Series is recommended for Watch List athletes as an opportunity to demonstrate progression and readiness for transition into the Paralympic Potential Programme in the future.
- No direct support is provided to Watch List athletes, however, the PNZ Para Cycling National Development Coordinator is available for advice and assistance. From time to time, Watch List athletes may be invited to attend Paralympic Potential Camps or other development opportunities.

Performance Monitoring

- Regular and accurate completion of a daily training log via Training Peaks (or similar) is required for all Paralympic Potential athletes and Prospects. Training diaries will be monitored by PNZ Para Cycling National Development Coordinator.
- Individual Development Plans will be prepared and updated at regular intervals in consultation with athletes, coaches and the PNZ Para Cycling National Development Coordinator.
- Results from key events will be recorded and monitored, including mapping of performance progression against international standards and breakdowns of key performance indicators. Continuous race performance improvement is expected and athletes must be tracking towards meeting international performance standards.
- Power testing aligned with key event durations (e.g. 30 sec, 1 min, 4 min) will be completed at regular intervals to monitor performance progression.
- Training measures such as track times and SRM data will be recorded and monitored regularly.
- Knowledge, skills, attributes and behaviours will be monitored via regular communication between PNZ Para Cycling National Development Coordinator, Paralympic Potential athletes, personal coaches, and where appropriate, performance support providers and Pathway to Podium Coordinators. Athletes must demonstrate full engagement and commitment to the programme for continued involvement.

Annual Review

- The Paralympic Potential squad, including Prospects and Watch List athletes will be reviewed annually, typically within 1 month of the National Road Cycling Championships.
- On occasion, new athletes may be selected to the Paralympic Potential Programme, invited as a Prospect, or added to the Watch list at a time other than the annual review period.
- Athletes not meeting eligibility requirements, expectations and/or performance standards will be notified, and if appropriate, provided a warning, and assisted to develop a plan to address the situation. If expectations or performance standards continue to be not met, athletes may be de-selected from the squad at any time. More serious offences (such as anti-doping violations) may result in immediate de-selection.
- Selections are at the full discretion of the PNZ Para Sport High Performance Development Manager, PNZ Para Cycling National Development Coordinator, and the PNZ Para Cycling Head Performance Coach.



PARA CYCLING HIGH PERFORMANCE PROGRAMME

Purpose

- To prepare for performance at World Championships and Paralympic Games and achieve repeatable podium success.

Outline

- National initiative led by Paralympics New Zealand (PNZ) to support Para cyclists to achieve Paralympic podium performances in 4-6 years.
- Non-centralised, camps-based programme aimed at mastering the knowledge, skills, attributes and other characteristics required to be a consistent medal-winning Paralympian.
- Para cyclists live and train in high performance environments and model the behaviours expected at this level.
- Between camps, athletes train with a local cycling coach/club, or receive remote coaching advice from the PNZ Para Cycling Head Performance Coach.

Eligibility

- Hold an international Para cycling classification.
- Hold a valid New Zealand passport and be eligible to represent New Zealand.
- Hold a Cycling New Zealand membership.
- Hold a valid international racing licence issued by Cycling New Zealand.
- Have not, whether by an act or omission, brought PNZ into disrepute.
- Not be serving a ban from participation in Para cycling for any reason (such as a result of being found guilty of a doping offence, or being found guilty of an offence relating to betting, manipulation of results, corrupt conduct, inside information etc.).

Selection processes

- Invitation to the Para Cycling High Performance Programme is primarily performance based following demonstration of consistent performance improvement and achievement of key performance indicators at World Cups (top 5), World Championships (top 8), and/or Paralympic Games (top 8).

Selection considerations

- Suitability for targeted Paralympic events.
- Eligibility for targeted classifications.
- Motivation and ability to commit to a high performance training programme and high performance lifestyle.
- Demonstration of positive behaviours (e.g. positive attitude, good listening skills, growth mindset, perseverance, team player, fast learner, high performance aspirations etc.).
- Demonstration of potential for ongoing improvement.
- Current skill level / satisfaction of sport-specific performance standards.
- Health and injury status.
- Past Para cycling experience.

Paralympics New Zealand and High Performance Sport New Zealand support

- World leading coaching support.
- Individualised training and competition planning, targeted around peak performance at key pinnacle events.
- Access to High Performance Sport New Zealand (HPSNZ) sport science and sport medicine support (e.g. strength and conditioning, performance psychology, nutrition, athlete life, physiotherapy and medical. N.B. Level of HPSNZ performance support will vary in accordance with allocated HPSNZ Carding level).
- Athlete lounge access at HPSNZ facilities across New Zealand.
- Team clothing and equipment.
- Athletes may be eligible for campaign funding to contribute towards specific training and competition expenses.
- Athletes may be eligible for a Performance Enhancement Grant (PEG) to provide non-specific financial support to enable commitment to a high performance lifestyle.
- Athletes may be eligible for a Prime Minister's Scholarship to contribute towards educational and professional development expenses aligned to individual performance plans.

Expectations of high performance athletes

- Demonstration of living a performance lifestyle every day, where training needs are the first priority.
- Demonstration of a strong work ethic and a positive attitude.
- Commitment to a performance focussed training programme and convenient access to an appropriate high performance training environment (i.e. proximity to appropriate training facilities, coaching, cycling club, HPSNZ support services, and race opportunities).
- Attendance at all PNZ High Performance Squad training camps (except with prior approval of exemption from PNZ Para Cycling Head Performance Coach).
- Consistent achievement of key performance indicators as agreed upon via Individual Performance Planning (IPP) processes.
- Regular participation in local, national and international competition opportunities, as agreed upon via IPP processes.
- Quarterly completion of standardised testing and monitoring procedures as advised by PNZ Para Cycling Head Performance Coach.
- Effective communication with PNZ Para Cycling Head Performance Coach.
- Demonstration of continual improvement in behaviours and performance.
- Commitment to the PNZ Cycling Team Operating Agreement and PNZ Athlete Agreement.

Coaching

- Coaching for High Performance athletes is typically provided by PNZ Head Performance Coach, unless an agreement is made to receive coaching from alternative personal coach.
- If coaching is provided by a personal coach, the PNZ Head Performance Coach will work closely with the personal coach to oversee and guide training programmes as appropriate.

Personal support needs

- If a personal carer is required by the athlete, it is the responsibility of that athlete to organise and contribute to the full cost of that carer whilst on a campaign.

Performance Monitoring

- Regular and accurate completion of a daily training log via Training Peaks (or similar) is required for all High Performance athletes. Training diaries will be monitored by PNZ Para Cycling Head Performance Coach.
- Individual Performance Plans will be prepared and updated at regular intervals in consultation with athletes, coaches and the PNZ Para Cycling Head Performance Coach.
- Results from key events will be recorded and monitored, including mapping of performance progression against international standards and breakdowns of key performance indicators. Continuous race performance improvement is expected and athletes must be tracking towards meeting Paralympic Podium standards.

- Power testing aligned with key event durations (e.g. 30 sec, 1 min, 4 min) will be completed at regular intervals to monitor performance progression.
- Training measures such as track times and SRM data will be recorded and monitored regularly.
- Knowledge, skills, attributes and behaviours will be monitored via regular communication between PNZ Para Cycling Head Performance Coach, High Performance athletes, personal coaches, and HPSNZ performance support providers. Athletes must demonstrate full engagement and commitment to the programme for continued involvement.

Annual Review

- Membership of the High Performance Programme will be reviewed annually, typically within 1 month of the UCI Para Cycling Road World Championships (or UCI Track World championships if appropriate).
- On occasion, new athletes may be selected to the High Performance Programme at a time other than the annual review period.
- Athletes not meeting eligibility requirements, expectations and/or performance standards will be notified, if appropriate, provided a warning, and assisted to develop a plan to address the situation. If expectations or performance standards continue to be not met, athletes may be de-selected from the squad at any time. More serious offences (such as anti-doping violations) may result in immediate de-selection.
- Selections are at the full discretion of the PNZ High Performance Director and the PNZ Para Cycling Head Performance Coach.