



# 2023 USAT National Development Team Program

## GUIDING PRINCIPLES, OVERVIEW, & CRITERIA

SELECTION PERIOD JANUARY 1 – DECEMBER 31, 2023

### Program Guiding Principles & Overview

USA Triathlon (USAT) High Performance (HP) Department is responsible for supporting athletes who have the vision, goals and are capable of winning Olympic & Paralympic Games medals, while identifying, supporting & developing future Games medalists. To help achieve this objective USAT has developed and supports Development National Team Programs for U19 and U23 athletes. The USAT Development Triathlon National Team Program (the “Program”) and any financial support associated is designed specifically to assist athletes in their pathway to achieving qualification for the USAT Elite National Team Program. The three-tiered Program provides performance-based support to athletes in the form of administrative assistance, performance advisement and allocation of equipment and financial resources. The Program is comprised of athletes with proven performance capability and is designed with three ascending tiers in both U19 to U23 levels to support athletes as they advance towards their goal of achieving qualification for the USAT Elite National Team Program. Athletes are expected to advance levels during their time in the Program with improving international performances reflective of their ability to execute Elite National Team performances.

In addition to the qualification criteria specific to each tier outlined on Page 3, athletes must meet the following minimum criteria to be eligible for the Program:

- Eligible to represent USA Triathlon in World Triathlon competition, including but not limited to:
  - National Federation (NF) affiliation
  - Current USA Triathlon elite license holder in good standing
  - Current with World Triathlon Pre-Participation Evaluation (PPE) requirements
- Current with SafeSport training & Background Check
- Commitment to the draft-legal format (to be evaluated by USA Triathlon; all non-drafting and non-World Triathlon events must be approved in advance by the High Performance Development Coordinator ([sara.dasso@usatriathlon.org](mailto:sara.dasso@usatriathlon.org)))
- Creation, submission, & adherence to an annual performance plan
- Signed National Development Team Program Athlete Agreement for the term

Results achieved on or after January 1, 2023 are eligible to be used as automatic qualification criteria outlined on Page 2. It is the responsibility of each athlete to inform the USAT High Performance Development Coordinator when they have achieved a result which would earn a change in program status. All Program athletes (who are named at the start of the term) will be subject to renewal on December 31, 2023. Criteria objectively achieved by program athletes during 2023 guarantees selection to that tier for the 2024 season. Athletes not currently in the Program may be named in advance of the next term, once all eligibility criteria are confirmed and processed, and will retain selection for the 2024 season as well assuming they remain eligible, in good standing, and have a signed 2024 National Development Team Program Athlete Agreement. Existing Program athletes who have achieved objective criteria may advance to a higher Tier starting on the first of the next month.

Any financial support outlined in this document represents expected funding levels based on the three tiers of the Program, though additional funding and support opportunities may become available to Program athletes and will be communicated accordingly. The descriptions below summarize the purpose of each funding mechanism available.

- **Travel reimbursement:** supports athlete’s travel to compete in developmentally appropriate World Triathlon events
- **Coaching stipend:** compensates USA Triathlon Certified Coaches working with National Team Program athletes
- **USA National Training Base support:** Program athletes can elect to join the National Development Team daily training environment (DTE) in Park City, UT. Compensation covers housing, daily training program, and coach support.

**Performance Progress**

C Team is the entry level of the National Development Team Program for both U19 and U23 athletes and is designed to capture emerging athletes on their way to attain higher levels of National Development Team status. Therefore, returning National Development Team Program athletes are not expected to remain on C Team for more than two (2) years. A Program Athlete is eligible to remain on U19 C Team for two (2) years and then qualify and remain on U23 C Team for up to and additional two (2) years). Athletes who are not qualified to continue National Development Team Program may be eligible for other High Performance support resources at the discretion of USAT High Performance.

**Projected 2023 Support Levels:** *(subject to change at the start of each selection period depending on USAT & USOPC funding capacity)*

NDTP Level	Coaching Stipend	Travel Reimbursement
U19 Tier 1	\$150/mo	Up to \$1500/race for 4 races
U19 Tier 2	\$100/mo	Up to \$1000/race for 4 races
U19 Tier 3	\$50/mo	Up to \$750/race for 4 races
U23 Tier 1	\$200/mo	Up to \$1500/race for 4 races
U23 Tier 2	\$150/mo	Up to \$1200/race for 4 races
U23 Tier 3	\$100/mo	Up to \$900/race for 4 races

**USAT National Development Team Program Criteria:** January 1 – December 31, 2023 (Selection Period).

*For all qualification events, if any portion of the race is cancelled (swim, bike, or run) the event will not count as a qualification opportunity.*

**U19 Tier 1 (U19 A Team)**

Athletes may achieve U19 Tier 1 status through any **one** of the following criteria:

- Top three (3) at a WT Junior Continental Cup with 40+ athletes starting\*
- Two (2) top 10 finishes at WT Continental Cups with 40+ athletes starting\*
- Four (4) wins at a USAT Junior Development Series race
- Top five (5) at Junior Worlds

\*Discretion may be given for smaller fields sizes based on strength of field

**U19 Tier 2 (U19 B Team)**

Athletes may achieve Tier 2 status through any **one** of the following criteria:

- Top five (5) at a WT Junior Continental Cup with 40+ athletes starting\*
- Two (2) top 12 finishes at WT Continental Cups with 40+ athletes starting\*
- Three (3) wins at a USAT Junior Development Series race
- Four (4) podium performances (top three finishes) at a USAT Junior Development Series race
- Top eight (8) at Junior Worlds

\*Discretion may be given for smaller fields sizes based on strength of field

**U19 Tier 3 (U19 C Team)**

Athletes may achieve Tier 3 status through any **one** of the following criteria:

- Top eight (8) at a WT Junior Continental Cup with 40+ athletes starting\*
- Top two (2) top 16 finishes at WT Continental Cups with 40+ athletes starting\*

- Two (2) wins at a USAT Junior Development Series race
  - Three (3) podium performances (top three finishes) at a USAT Junior Development Series race
  - Top 10 at Junior Worlds
- \*Discretion may be given for smaller fields sizes based on strength of field

### **U23 Tier 1 (U23 A Team)**

Athletes may achieve U23 Tier 1 status through any **one** of the following criteria:

- 1 win at any WT Continental Cup AND an additional race with a top eight (8) finish, both with 40+ athletes starting\*
  - Two (2) podium performances (top three finishes) at any WT Continental Cups with 40+ athletes starting\*
  - Three (3) top six (6) finishes at any WT Continental Cups with 40+ athletes starting\*
  - Top six (6) at U23 Worlds
- \*Discretion may be given for smaller fields sizes based on strength of field

### **U23 Tier 2 (U23 B Team)**

Athletes may achieve Tier 2 status through any **one** of the following criteria:

- 1 podium performance (top three finish) at any WT Continental Cup AND an additional race with a top 10 finish, both with 40+ athletes starting\*
  - Two (2) top five (5) finishes at any WT Continental Cups with 40+ athletes starting\*
  - Three (3) top eight (8) finishes at any WT Continental Cups with 40+ athletes starting\*
  - Top 10 at U23 Worlds
- \*Discretion may be given for smaller fields sizes based on strength of field

### **U23 Tier 3 (U23 C Team)**

Athletes may achieve Tier 3 status through any **one** of the following criteria:

- 1 podium performance (top three finish) at any WT Continental Cup AND an additional race with a top 12 finish, both with 40+ athletes starting\*
  - Two (2) top eight (8) finishes at any WT Continental Cups with 40+ athletes starting\*
  - Three (3) top 10 finishes at any WT Continental Cups with 40+ athletes starting\*
  - Top 15 at U23 Worlds
- \*Discretion may be given for smaller fields sizes based on strength of field

*Concerns or questions related to discretionary decisions should be communicated to the USA Triathlon High Performance General Manager ([hpgm@usatriathlon.org](mailto:hpgm@usatriathlon.org)). In addition, athletes are encouraged to contact the Athlete Ombuds Office as a resource for confidential, independent advice and assistance with resolving disputes (contact information below). After the previous steps have occurred, athletes may contact USA Triathlon Senior Counsel ([legal@usatriathlon.org](mailto:legal@usatriathlon.org)) to administer an executive review to ensure published criteria and process was followed.*

*Athletes have the right to file a grievance and have a hearing per the [USAT Grievance and Disciplinary Policy](#). Athletes also have the right to report any actual, potential or perceived conflicts of interest and will not be retaliated against for raising concerns or asking questions of USA Triathlon or the Athlete Ombuds Office. For more information, please see [USA Triathlon's Whistleblower Policy](#).*

**Athlete Ombuds** - The Office of the Athlete Ombuds offers independent, confidential advice to elite athletes regarding their rights and responsibilities in the Olympic and Paralympic Movement, and assists athletes with a broad range of questions, disputes, complaints and concerns.

Phone: 719-866-5000

Email: [ombudsman@usathlete.org](mailto:ombudsman@usathlete.org)

Website: [usathlete.org](http://usathlete.org)