

TRINZ PERFORMANCE PATHWAY 2025-28



To ensure we are mission ready for LA 2028 and Brisbane 2032, we need to ensure our performance pathway is fit-for-purpose. An effective pathway will result in more athletes, of a higher quality, who are better prepared to handle the requirements of being full-time elite athletes.

Triathlon NZ strives to take a holistic approach to developing well rounded individuals that are not only strong on the racecourse, but also off it, capable of making quality informed performance decisions, and displaying world class performance behaviours. As such, the Triathlon NZ Performance Pathway not only addresses the physical requirements of performance, but also key competencies in the areas of health, wellbeing, physiology, technique, tactics, ambition and attitude.

The Triathlon NZ Performance Pathway serves as a guide to the characteristics, competencies and performance standards required of athletes to enter each stage of the pathway, as well as the opportunities, support and expectations associated with the relevant pathway stage. It is intended that athletes, coaches and support teams utilise the Triathlon NZ Performance Pathway to understand the components of each relevant stage of development and the requirements to transition through the pathway.

It is important to highlight that the Triathlon NZ Performance Pathway is simply a guide describing the typical athlete and usual characteristics at each stage of the Pathway. From time to time, there may be some flexibility in program selections to accommodate athletes whose circumstances may be slightly different to the norm, who follow an atypical entry and/or progression in our sport, or to meet the current and future needs of the high

performance program. We acknowledge that some athletes develop earlier than others, some athletes progress faster than others, and some athletes don't enter the sport until a later age. We also discourage early specialisation and encourage athletes to participate in a range of sports to develop transferable skills and knowledge while they are young.

The Tri NZ Performance Pathway describes the platform to identify, select, track and support athletes as they transition from Development to Elite. It is based on data from World Triathlon results (individual and mixed relay), individual discipline performance, and elite training from 2000-2025. While it is strongly evidence-based, athlete progression is also recognised as dynamic and non-linear, and therefore the Pathway is considered as a guide for individual consideration.

Consideration of athlete categorisation and program selection typically occurs annually following the conclusion of the international Triathlon season (Oct-Dec). Athletes will be assessed against the documented performance requirements and recommendations will be made for any changes to categorisation which will take effect from January the following year.

The Tri NZ Performance Pathway aligns with the High Performance Sport NZ (HPSNZ) Performance Pathway and is integrated with the Tailored Athlete Pathway Support (TAPS) program.

The Pathway Snapshot is two-dimensional. Read horizontally the key components relevant to each stage of the Pathway are outlined. Read vertically, the Pathway Snapshot describes how each key characteristic changes from one stage of development to the next.

HP DEVELOPMENT (Tier 4)

Entry into the Tri NZ Performance Pathway

Medal Focus: 2032/36

Timeline to Podium: 6-10 Years

Stage Description

Athletes who are demonstrating the performance requirements to perform at future Pinnacle Event/s

Introduction to high performance environments and international competition

Tracking towards Confirmation in 1-4 years

Athlete Description

Athletes that are benchmarking against the performance requirements to perform at future Pinnacle Event/s

Athletes

In most cases HP Development athletes are:

- Competitive triathlon participants who are still learning the basics of the run, bike and swim disciplines relative to performance
- Aspiring towards high performance involvement in the future
- Typically, 16-22 years of age
- Participation in multiple sports and showing promise in either swim, bike or run.
- Highly coachable
- Personally committed with a high degree of accountability

Tier 4 HP Development athletes are by default non-TAPS athletes.

To support a structured transition through the pathway, athletes that show the potential for progression to HP Confirmation within the next 12-18 months may be nominated to HPSNZ for TAPS to support the transition into full TAPS athlete status within an agreed timeframe. These athletes will be recognised by HPSNZ as HP Development TAPS athletes.

Training and Camps Environment

HP Development athletes usually train:

- At a local club with a Club coach
- In a local swim squad with a priority for individual development
- With a focus on introducing the Tri NZ Performance Requirements Competencies

- With a balance between Triathlon specific training and basic strength and conditioning, focussed on introducing fundamental movement patterns
- Additional sport training, particularly in the off season

HP Development athletes will attend camps-based opportunities that:

- Introduce athletes to performance environments and behaviours
- Include coached sessions, prognostic and benchmark testing, plus sport-specific development workshops
- Are generally held during the school holidays at different locations

Competition and Performance

HP Development athletes are expected to compete in:

- NZ Junior Series
- NZSS events (Tri, Cycling, MTB, Cross-Country, Athletics, Swimming)
- High school team sports
- Club sports teams
- Oceania Triathlon Junior & U23 events (including MR and Super Sprint)
- Continental Cup events
- World Cup events

HP Development athletes should achieve a minimum combined 400m SC swim + 1.5km or 5km run total of 172% using the [Tri NZ Prognostic Model](#).

HP Development athletes are expected to prepare, follow, and regularly review an Individual Development Plan with their coach and the Tri NZ Athlete Development Lead.

Selection

Selection of athletes at the HP Development level ordinarily occurs during November-December each year following the conclusion of the international racing season and in March-April each year following the conclusion of the Oceania racing season.

To be considered for entry and selection at this level athletes need to provide evidence (racing and non-racing) showing the achievement of and

progression against the HP Development Performance Requirements detailed in the section below.

Athletes selected at HP Development level are selected for one-year and will be assessed at the conclusion of the selection year for either; continuation at the same level, transition up the performance pathway, or transition out of the HP Program.

Athletes over the age of 22 are not eligible for selection at HP Development level.

Performance Requirements

Racing

- World Cup: one result $\leq 4\%$ of the winner
- Conti Cups: multiple performances $\leq 3\%$ of winner
- Oceania U19 Champs: Top 5 & $\leq 3\%$ of winner
- Oceania U19 MR Champs: A leg time $\leq 30s$ of the fastest time in your respective leg
- NZSS: Podium

Single Discipline

- Swim 400m SC: Men $\leq 4:43$ (87%) Women $\leq 5:00$ (87%)
- Run 1500m: Men $\leq 4:11$ (85%) Women $\leq 4:44$ (85%) or 5km: Men $\leq 15:31$ (85%) Women $\leq 18:01$ (85%)
- Combined Swim+Run $\geq 172\%$

Health & Wellbeing

- Learning healthy fuelling, training and recovery habits that reduce risk of injury and illness, aimed at maximising training availability.
- Learning to balance personal wellbeing with growing performance demands.
- Accessing foundational support services as introduced through the pathway.
- Understands the importance of a dual career.
- Shows appreciation for money as a finite resource

Physical

- Aerobic capacity in the improvement phase, foundation for aerobic endurance being laid.
- Fatigue resistance building through consistent training exposure
- Maintenance of anaerobic training exposure as aerobic development prioritised Movement economy and coordination foundational work occurring through skill development.

Technical

- Demonstrates solid foundational capabilities across all disciplines, with developing ability to maintain efficiency under pressure.

- Approaches training with discipline and intent, aiming for measurable progress against performance goals.
- Begins to use self-reflection and feedback from coaches and peers to inform growth and learning.

Tactical

- Begins to plan and follow simple race strategies with guidance.
- Shows emerging awareness of race dynamics and basic tactical decision-making.
- Attempts simple risk/reward decisions with coach input.
- Compares performance to higher-level peers as an introduction to benchmarking

Ambition

- Coachable and open to learning.
- Shows enthusiasm, resilience, and responsibility through goal setting, learning and improvement.
- Has a strong athletic identity and desire to pursue a high-performance athletic career.

Attitude

- Shows ability to perform well in key moments on occasion.
- Learns strategies to settle nerves, emotions and regain focus when distracted.
- Growth mindset, intentional in identifying and closing performance gaps.
- Has an understanding of the nature and inevitability of change.
- Understands how behaviour impacts performance in sport and life.

Support and Provisions

Clubs or Coaches will:

- Manage the daily training environment
- Work with athletes to prepare and monitor Individual Development Plans
- Hold athletes and Tri NZ accountable to the agreed values and performance behaviours

Tri NZ will:

- Facilitate the preparation and monitoring of Individual Development Plans
- Coordinate and lead development opportunities for all HP Development Athletes, including prognostic and benchmark testing
- Provide technical and educational coaching and advice to athletes attending development opportunities
- Coordinate the Junior World Championships Tour
- Hold athletes and coaches accountable to the agreed values and performance behaviours

Expectations and Expenses

HP Development athletes are expected to:

- Be members of Tri NZ
- Fully engage and commit to the goals of the Tri NZ Athlete Development program
- Commit to the Tri NZ Code of Conduct
- Engage positively and proactively with the Tri NZ Communications and Marketing team
- Embrace and build a culture of excellence – working together with support and challenge to achieve individual and collective goals
- Take personal responsibility
- Behave and respect yourself, your teammates and Tri NZ at all times
- Own a road bike and cycle regularly
- Communicate clearly with TriNZ
- Fully commit to drug free sport and the education and compliance requirement of the Sport Integrity Commission and the World Anti-Doping Agency (WADA)
- Create an Individual Development Plan in partnership with your coach, commit to achieving the goals of your plan, and train accordingly
- Regularly review and update your plan with your coach and the Tri NZ Athlete Development Lead

Expenses for HP Development athletes may include:

- Camp and competition expenses
- Club membership
- Coaching
- Competition entry expenses
- Equipment expenses
- Additional training apparel

Tri NZ will attempt to subsidise camp and activity costs. This will be confirmed on a case by case basis and reviewed annually.

Local grants/support services may be available for Talent ID athletes in some regions. Contact your local Council or Regional Sports Trust to find out more.

HP CONFIRMATION (Tier 3)

Commencement of full-time programme involvement

Medal Focus: 2028/32

Timeline to Podium: 6-10 Years

Stage Description

Athletes who are confirming the performance requirements to achieve a Top 8 placing at the Pinnacle Event in this cycle and potential to podium at the Pinnacle Event in the next cycle.

Tracking towards Potential in 1-2 years

- Injury and illness prevention and rehabilitation
- Performance Psychology
- Performance Nutrition
- Performance Life
- Performance Analysis
- Performance Physiology
- Strength and Conditioning

Athlete Description

Athletes that are confirming the performance requirements to achieve a Top 8 placing at the Pinnacle Event this cycle and potential to podium at the at Pinnacle Event in the next cycle.

OR

Athletes that are confirming the performance requirements and tracking towards a podium at the at the Pinnacle Event in the next cycle.

Athletes

In most cases HP Confirmation athletes are:

- Athletes with demonstrated success at the Junior / U23 level
- Typically, 20-23 years of age
- Tracking towards meeting High Performance Potential Individual and/or Mixed Relay standards in 1-2 years
- Showing consistent improvement

Tier 3 HP Confirmation athletes are recognised by HPSNZ as HP Confirmation TAPS athletes.

[Read here for the current version of the HPSNZ TAPS FAQs for Athletes](#)

Training and Camps Environment

HP Confirmation athletes usually train:

- With a Tri NZ accredited or approved international coach
- Full-time, blended between home training base and the Tri NZ facilitated domestic and international camps-based program

The hybrid (home-based and camp-based training environment) for HP Confirmation athletes is supplemented by individualised performance support, provided by HPSNZ Specialists in the areas of:

Competition and Performance

HP Confirmation athletes are expected to commit to an agreed competition plan, competing in:

- New Zealand and Oceania Championships
- Continental Cups
- U23 World Championships
- Other international events (where eligible)
- Super Sprint and Mixed Relay format events when available

HP Confirmation athletes should achieve a minimum combined 400m SC swim + 1.5km or 5km run total of 184% using the [Tri NZ Prognostic Model](#).

HP Confirmation athletes are expected to prepare, follow, and regularly review their Individual Performance Plan with their coach and Tri NZ high performance staff.

Selection

Selection of athletes at the HP Confirmation level ordinarily occurs during November- December each year following the conclusion of the international racing season.

To be considered for entry and selection at this level athletes need to provide evidence (racing and non-racing) showing the achievement of and progression against the HP Development Performance Requirements detailed in the section below.

Athletes selected at HP Confirmation level are selected for up to two-years and will be assessed at the conclusion of each selection year for either; continuation at the same level, transition up the performance pathway, or transition out of the HP Program.

Selection at the HP Confirmation level is in partnership with High Performance Sport NZ (HPSNZ) and the Tailored Athlete Pathway

Support (TAPS) program. To be considered for selection at this level athletes are nominated by Tri NZ to HPSNZ for consideration. Athletes selected at this level are considered HP Confirmation Tier 3 athletes.

Performance Requirements

Racing

ONE OF

- Conti Cup: Podium (sprint or super sprint distance) within 2% of winner
- U23 Conti Champs: Podium (sprint or super sprint distance) within 2% of winner

AND ONE OF

- U19 World Champs: Top 8
- U23 World Champs: Top 8
- World Cup: Top 8
- WTMRS: A leg time $\leq 1.5\%$ of fastest leg time in your respective leg
- U19/U23 MR World Champs: A leg time $\leq 1.5\%$ of fastest leg time in your respective leg

Single Discipline

- Swim 400m SC: Men $\leq 4:25$ (94%) Women $\leq 4:41$ (94%)
- Run 1500m: Men $\leq 4:00$ (90%) Women $\leq 4:32$ (90%) or 5km: Men $\leq 14:51$ (90%) Women $\leq 17:14$ (90%)
- Combined Swim+Run $\geq 184\%$

Health & Wellbeing

- Demonstrates healthy fuelling, training and recovery habits, maintains low injury and illness rates, enabling consistent training with $>90\%$ availability during key training blocks.
- Applies emerging strategies to maintain a healthy balance between wellbeing, lifestyle, and performance.
- Engages proactively with support staff, developing skills in communication and self-management of health needs.
- Actively explores interests, motivators and potential industries.
- Developing financial literacy.

Physical

- Aerobic capacity values enhanced through training, showing above-average endurance capacity.
- Developing fatigue resistance sufficient for competitive race paces.
- Development of specific anaerobic requirements as aerobic conditioning develops.
- Neuromuscular coordination progressing toward technical proficiency across disciplines.

Technical

- Exhibits reliable technical proficiency in all disciplines, sustaining efficiency under variable loads and race stress.
- Trains with clear performance goals linked to progression toward international benchmarks.
- Engages in regular self-evaluation with support team to refine performance habits.
- Applies structured, modern training methods with growing consistency.

Tactical

- Plans and adapts race strategies with partial independence.
- Applies developing tactical awareness to make timely in-race adjustments.
- Trials risk-taking decisions within controlled race environments.
- Benchmarks progress against national or international performance standards and reflects with structured support.

Ambition

- Demonstrates consistent perseverance toward ambitious goals, managing setbacks constructively.
- Proactively exploring ways to learn and applying lessons systematically to progress performance.
- Actively engages in critical reflection to refine and optimise approaches.
- Accepts accountability for results and expresses a clear competitive mindset.
- Exploring values, purpose and multiple identities.

Attitude

- Produces strong performances more often when it counts.
- Can manage anxiety, composure, emotions and attention in challenging environments
- Growth mindset, intentional in identifying and closing performance gaps.
- Embraces change and recognises previous successful transitions
- Aligns behaviours with expectation of Tri NZ and HPSNZ.

Support and Provisions

Coaches will:

- Manage and support the home base daily training environment
- Work with athletes to prepare and monitor Individual Performance Plans
- Regularly debrief and review training and performance and engaging with Tri NZ High Performance staff through the process
- Hold athletes and Tri NZ accountable to the agreed Performance Culture, values and behaviours

Tri NZ will:

- Subsidise Tri NZ facilitated training and competition costs, subsidy based on an agreed training and competition plan and reviewed annually
- Facilitate the preparation and monitoring of Individual Performance Plans
- Coordinate and lead domestic and international training and competition opportunities including prognostic and benchmark testing
- Provide technical and educational advice to athletes during camps and while on tour
- Provide competition race suits
- Provide a premium subscription to TrainingPeaks
- Coordinate anti-doping education with the Sport Integrity Commission
- Coordinate race eligibility requirements with World Triathlon
- Hold athletes and coaches accountable to the agreed Performance culture, values and behaviours

HPSNZ will:

- Provide tailored performance support aligned to the Tri NZ Picture of Performance and relevant to the age and stage of development
- Where available provide access to HPSNZ Facilities.

HP Confirmation athletes are eligible for HPSNZ Excellence Grants and may be eligible for Prime Minister's Athlete Scholarships based on criteria and agreed prioritisation.

Expectations and Expenses

HP Confirmation athletes are expected to:

- Be members of Tri NZ
- Fully engage and commit to the goals of the Tri NZ High Performance program
- Commit to the Tri NZ Code of Conduct
- Engage positively and proactively with the Tri NZ Communications and Marketing team
- Attend and engage in Tri NZ led performance camps and training opportunities
- Strive to reach the goals identified in your Individual Performance Plan
- Review and update your Individual Performance Plan quarterly
- Upload training data to Training Peaks and engage with the Tri NZ Performance Lead (or equivalent) and Performance Scientist for review, monitoring and feedback

Expenses for HP Confirmation athletes may include:

- Camp and competition expenses
- Club membership

- Coaching
- Competition entry expenses
- Equipment expenses
- Additional training apparel

Tri NZ will attempt to subsidise camp and activity costs. This will be confirmed on a case by case basis and reviewed annually.

Local grants/support services may be available for Foundation athletes in some regions. Contact your local Council or Regional Sports Trust to find out more.

HP POTENTIAL (Tier 2)

Pursuit and preparation for international success

Medal Focus: 2028/32

Timeline to Podium: 1-4 Years

Stage Description

Athletes who have demonstrated performance progression, showing high potential of a Top 8 placing at the PE in this cycle and/or potential to medal at the PE in the next cycle.

Tracking towards Elite in 1-4 years

Athlete Description

Athletes that have demonstrated agreed performance progression and tracking towards a Top 8 placing at the PE this cycle,

AND

tracking towards a podium at the PE next cycle.

OR

Athletes that have demonstrated agreed performance progression and tracking towards a podium at the PE next cycle.

Athletes

In most cases HP Potential athletes are:

- Athletes with demonstrated success at the U23 level
- At least 23 years of age
- Athletes who have demonstrated performance progression in either Individual and/or Mixed Relay racing and showing high potential of top 8 in this cycle or potential to medal at the next cycle at pinnacle events
- Consistently achieving goals within the Tri NZ High Performance Programme and tracking towards High Performance Elite selection in 1-4 years

Tier 2 HP Potential athletes are recognised by HPSNZ as HP Potential TAPS athletes.

[Read here for the current version of the HPSNZ TAPS FAQs for Athletes](#)

Training and Camps Environment

HP Potential athletes usually train:

- With a Tri NZ accredited or approved international coach

- Full-time, blended between home training base and Tri NZ facilitated domestic and international camps-based program
- Full time with a High Performance Coach, engaging with discipline specific technical experts to identify and address performance gaps

The hybrid (home-based and camp-based training environment for HP Potential athletes is supplemented by individualised performance support, provided by HPSNZ Specialists in the areas of:

- Injury and illness prevention and rehabilitation
- Performance Psychology
- Performance Nutrition
- Performance Life
- Performance Analysis
- Performance Physiology
- Strength and Conditioning

Competition and Performance

HP Potential athletes are expected to compete in:

- New Zealand and Oceania Championships
- World Cup Events
- World Series Events
- Super Sprint and Mixed Relay format events when available

HP Potential athletes should achieve a minimum combined 400m SC swim + 1.5km or 5km run total of 188% using the [Tri NZ Prognostic Model](#).

HP Potential athletes are expected to prepare, follow, and regularly review their Individual Performance Plan with their coach and Tri NZ high performance staff.

Selection

Selection of athletes at the HP Potential level ordinarily occurs during November-December each year following the conclusion of the international racing season.

To be considered for selection at this level athletes need to provide evidence (racing and non-racing) showing the achievement of and progression against the HP Potential

Performance Requirements detailed in the section below.

Athletes selected at HP Potential level are selected up to two years and will be assessed at the conclusion of each selection year for either; continuation at the same level, transition up the performance pathway, or transition out of the HP Program. Selection at this level is ordinarily for a maximum of 4 years.

Selection at the HP Confirmation level is in partnership with High Performance Sport NZ (HPSNZ) and the Tailored Athlete Pathway Support (TAPS) program. To be considered for selection at this level athletes are nominated by Tri NZ to HPSNZ for consideration. Athletes selected at this level are considered HP Confirmation Tier 3 athletes.

Selection at the HP Potential level is in partnership with High Performance Sport NZ (HPSNZ) and the Tailored Athlete Pathway Support (TAPS) program. To be considered for selection at this level athletes are nominated by Tri NZ to HPSNZ for consideration. Athletes selected at this level are considered HP Potential Tier 2 athletes.

Performance Requirements

Racing: Individual Pathway

ONE OF

- WTCS: 2 x Top 16 (standard distance) within 3% of winner.
- World Cup: 2 x Top 5 (standard distance) within 2% of winner
- U23 World Champs: Podium

Racing: Mixed Relay Pathway

ONE OF

- WTCS: 2 x Top 16 (sprint or super sprint distance) within 3% of winner
- World Cup: 2 x Top 5 (sprint or super sprint distance) within 2% of winner

AND ONE OF

- WTMRS: A leg time $\leq 1.5\%$ of fastest leg time in your respective leg
- U19/U23 MR World Champs: A leg time $\leq 1.5\%$ of fastest leg time in your respective leg

Single Discipline

- Swim 400m SC: Men $\leq 4:20$ (96%) Women $\leq 4:36$ (96%)
- Run 1500m: Men $\leq 3:55$ (92%) Women $\leq 4:27$
5km: Men $\leq 14:35$ (92%) Women $\leq 16:55$ (92%)
- Combined Swim+Run $\geq 188\%$

Health & Wellbeing

- Demonstrates healthy fuelling, training and recovery habits, maintains low injury and

illness rates, enabling consistent training with $>90\%$ availability during key performance periods

- Manages wellbeing effectively under increased travel, competition, and training demands.
- Has an established, integrated support team working cohesively around athlete needs.
- Has developed a dual career action plan.
- Demonstrates financial capability with informed decisions around money.

Physical

- Elevated aerobic capacity approaching elite levels, with a developing ability to sustain high percentages of max.
- Good fatigue resistance and growing efficiency in submaximal workload management.
- Anaerobic speed reserve is emerging but not fully refined Movement economy improving but still being honed for technical efficiency in all triathlon disciplines.

Technical

- Shows consistent excellence across all disciplines, maintaining efficiency at high intensity and in challenging conditions.
- Trains with a clear performance focus, targeting competitive breakthroughs at international level.
- Demonstrates reflective practice and openness to collaborative, progressive and innovative input within the performance environment.

Tactical

- Independently plans and adapts nuanced race strategies across varied conditions.
- Demonstrates consistent tactical awareness and initiates self-correction in-race.
- Applies targeted risk strategies appropriate to race dynamics.
- Benchmarks and critically reflects against international competitors to identify performance gaps.

Ambition

- Sustains resilience over time, driving progress toward international performance benchmarks despite setbacks.
- Maintains high self-efficacy with curiosity and adaptability in adopting performance strategies.
- Actively engages in critical reflection to refine and optimise approaches.
- Own successes and failures incorporating a healthy competitive drive.
- Understand their purpose and can articulate their multiple identities.

Attitude

- Consistently delivers near-best performances in important competitions.
- Harnesses anxiety, maintains composure, regulates emotions and focusses attention in complex environments
- Intentional pursuit of growth and closing performance gaps.
- Demonstrates skills and strategies to navigate change
- Developing leadership and role modelling appropriate behaviour.

Support and Provisions

Coaches will:

- Manage and support the home base daily training environment
- Work with athletes to prepare and monitor Individual Performance Plans
- Regularly debrief and review training and performance and engaging with Tri NZ High Performance staff through the process
- Hold athletes and Tri NZ accountable to the agreed Performance Culture, values and behaviours

Tri NZ will:

- Subsidise Tri NZ facilitated training and competition costs, subsidy based on an agreed training and competition plan and reviewed annually
- Facilitate the preparation and monitoring of Individual Performance Plans
- Coordinate and lead domestic and international training and competition opportunities including prognostic and benchmark testing
- Provide technical and educational advice to athletes during camps and while on tour
- Provide competition race suits
- Provide a Premium subscription to TrainingPeaks
- Provide an annual training and competition subsidy based on an agreed training and competition plan (detail and value TBC)
- Coordinate anti-doping education with the Sport Integrity Commission
- Coordinate race eligibility requirements with World Triathlon
- Hold athletes and coaches accountable to the agreed Performance culture, values and behaviours

HPSNZ will:

- Provide a Potential Training Grant (reviewed annually) to the value of \$25,000 p.a.
- Provide tailored performance support aligned to the Tri NZ Picture of Performance and the athletes IPP

- Provide Medical Insurance (separate to Tri NZ travel and racing insurance)
- Provide access to HPSNZ Facilities
- Provide access to Campaign Investment

HP Potential athletes are eligible for HPSNZ Excellence Grants and Prime Minister's Athlete Scholarships based on criteria and agreed prioritisation.

Expectations and Expenses

HP Potential athletes are expected to:

- Be members of Tri NZ
- Fully engage and commit to the goals of the Tri NZ High Performance program
- Commit to the Tri NZ Code of Conduct
- Adhere to the requirements of their athlete contract
- Engage positively and proactively with the Tri NZ Communications and Marketing team
- Attend and engage in Tri NZ led performance camps and training opportunities
- Strive to reach the goals identified in your Individual Performance Plan
- Review and update your Individual Performance Plan quarterly
- Upload training data to TrainingPeaks and engage with the Tri NZ Performance Lead (or equivalent) and Performance Scientist for review, monitoring and feedback

Tri NZ will attempt to subsidise camp and activity costs. This will be confirmed on a case by case basis and reviewed annually.

Travel to competitions may be subsidised by Tri NZ (substantial athlete contribution required), subject to Tri NZ budget constraints

Events may be supported by Tri NZ and HPSNZ support staff. Support on tours will be prioritised towards elite, benchmark and pinnacle events

Local grants/support services may be available for Foundation athletes in some regions. Contact your local Council or Regional Sports Trust to find out more.

HIGH PERFORMANCE ELITE (Tier 1)

Sustained international podium performance

Medal Focus: 2028

Timeline to Podium: 0-4 Years

Stage Description

Athletes who have demonstrated realistic podium capabilities and are refining performances for podium success at the Pinnacle Event in this cycle

Athlete Description

Athletes that have achieved multiple top 8s at Benchmark Events or Pinnacle Events, or one Top 8 and equivalent international performances

AND

shows evidence of progression against the sport's Picture of Performance towards a podium at the Pinnacle Event in this cycle.

Athletes

In most cases HP Elite athletes are:

- Demonstrating Top 8 performances at World Series, World Championships and Olympic Games (Individual and/or Mixed Relay)
- Demonstrating realistic medal winning capabilities and are refining performance for podium success at benchmark and pinnacle events in this cycle

Tier 1 HP Elite athletes are recognised by HPSNZ as HP Elite TAPS athletes.

[Read here for the current version of the HPSNZ TAPS FAQs for Athletes](#)

Training Environment

HP Elite athletes usually train:

- With a Tri NZ accredited or approved international coach
- Full-time, blended between home training base and Tri NZ facilitated domestic and international camps-based program
- Full time with a High Performance Coach, engaging with discipline specific technical experts to identify and address performance gaps

The hybrid (home-based and camp-based training environment) for HP Potential athletes is supplemented by individualised performance

support, provided by HPSNZ Specialists in the areas of:

- Injury and illness prevention and rehabilitation
- Performance Psychology
- Performance Nutrition
- Performance Life
- Performance Analysis
- Performance Physiology

Competition and Performance

HP Elite athletes are expected to compete in:

- World Cup Events
- World Series Events
- World Championships
- Olympic & Commonwealth Games

HP Potential athletes should achieve a minimum combined 400m SC swim + 1.5km or 5km run total of 192% using the [Tri NZ Prognostic Model](#).

HP Elite athletes are expected to prepare, follow, and regularly review an Individual Performance Plan with their coach and the Tri HP staff.

Selection

Selection of athletes at the HP Elite level ordinarily occurs during November-December each year following the conclusion of the international racing season.

To be considered for selection at this level athletes need to provide evidence (racing and non-racing) showing the achievement, maintenance, and progression against the HP Elite Performance Requirements detailed in the section below.

Athletes selected at HP Elite level are selected up to four years and will be assessed at the conclusion of each selection year for either; continuation at the same level or transition out of the HP Program. Selection at this level is ordinarily for a maximum of 4 years.

Selection at the HP Elite level is in partnership with High Performance Sport NZ (HPSNZ) and the Tailored Athlete Pathway Support (TAPS) program. To be considered for selection at this level athletes are nominated by Tri NZ to HPSNZ for consideration. Athletes selected at this level are considered HP Elite Tier 1 athletes.

Performance Requirements

Racing: Individual Pathway

ONE OF

- WTCS: 2 x Top 8 (standard distance)
- World Cup: 2 x Podium (standard distance) within 1% of winner

Racing: Mixed Relay Pathway

ONE OF

- WTCS: 2 x Top 8 (sprint or super sprint distance)
- World Cup: 2 x Podium (sprint or super sprint distance) within 1% of winner

AND ONE OF

- WTMRS: A leg time $\leq 1.0\%$ of fastest leg time in your respective leg

Single Discipline

- Swim 400m SC: Men $\leq 4:15$ (98%) Women $\leq 4:30$ (98%)
- Run 1500m: Men $\leq 3:51$ (94%) Women $\leq 4:22$ (94%), 5km: Men $\leq 14:19$ (94%) Women $\leq 16:36$ (94%)
- Combined Swim+Run $\geq 192\%$

Health & Wellbeing

- Demonstrates healthy fuelling, training and recovery habits, maintains low injury and illness rates, enabling consistent training with $>90\%$ availability during key performance periods
- Demonstrates a sustainable and effective balance between wellbeing and performance across all demands.
- Operates within a clearly defined, fully aligned, and high-functioning interdisciplinary support team.
- Purposefully adjusting the career plan as needed.
- Building financial resilience with different income streams and contingency plans.

Physical

- Elite-level aerobic capacity and ability to perform at a relatively high percentages of max
- High fatigue resistance with the ability to maintain submaximal workloads efficiently.
- Well-developed anaerobic capacity specific to high performance demands
- Superior movement economy and neuromuscular coordination optimised for all disciplines.

Technical

- Mastery of all disciplines to optimise efficiency, especially under stress, fatigue, and high speed.

- Purpose-driven training with a focus on winning.
- Continuous self-assessment in collaboration with support team.
- Application of advanced training methods, identifies opportunities for 1% gains.

Tactical

- Plans, adjusts, and executes race strategies in real time under pressure.
- Demonstrates advanced tactical understanding and deliver rapid, accurate self-correction in-race.
- Manages risk strategies dynamically based on elite level race scenarios.
- Benchmarks performance objectively against the world's best, with ongoing critical reflection to maintain competitive edge.

Ambition

- Sustains passion and perseverance toward long-term goals despite setbacks
- Leverages learning to improve decision making.
- Plans intentionally, critically evaluates progress, and implements improvements
- Owns outcomes and exhibits a strong competitive drive.
- 'Leans in' to their values, purpose and multiple identities to assist decision making.

Attitude

- Delivers high-level performance when it counts most
- Harnesses anxiety, maintains composure, regulates emotions and focusses attention in complex environments
- Relentless and intentional pursuit of growth and closing performance gaps.
- Demonstrates leadership to support others through change.
- Leads effectively and embraces role as ambassador in NZ.

Support and Provisions

Coaches will:

- Manage and support the home base daily training environment
- Work with athletes to prepare and monitor Individual Performance Plans
- Regularly debrief and review training and performance and engaging with Tri NZ High Performance staff through the process
- Hold athletes and Tri NZ accountable to the agreed Performance Culture, values and behaviours

Tri NZ will:

- Subsidise facilitated training and competition costs, subsidy based on an agreed training and competition plan and reviewed annually

- Facilitate the preparation and monitoring of Individual Performance Plans
- Coordinate and lead domestic and international training and competition opportunities including prognostic and benchmark testing
- Provide technical and educational advice to athletes during camps and while on tour
- Provide competition race suits
- Provide a premium subscription to TrainingPeaks
- Provide an annual training and competition subsidy based on an agreed training and competition plan (detail and value TBC)
- Coordinate anti-doping education with the Sport Integrity Commission
- Coordinate race eligibility requirements with World Triathlon
- Hold athletes and coaches accountable to the agreed Performance culture, values and behaviours

HPSNZ will:

- Provide an Elite Training Grant (reviewed annually) to the value to \$50,000 p.a.
- Provide tailored performance support aligned to the Tri NZ Picture of Performance and the athletes IPP
- Provide Medical Insurance (separate to Tri NZ travel and racing insurance)
- Provide access to HPSNZ Facilities
- Provide access to Campaign Investment

HP Elite athletes are eligible for HPSNZ Excellence Grants and Prime Minister's Athlete Scholarships based on criteria and agreed prioritisation.

Expectations and Expenses

HP Elite athletes are expected to:

- Be members of Tri NZ
- Fully engage and commit to the goals of the Tri NZ High Performance program
- Commit to the Tri NZ Code of Conduct
- Adhere to the requirements of their athlete contract
- Engage positively and proactively with the Tri NZ Communications and Marketing team
- Where required, attend and engage in Tri NZ led performance camps and training opportunities
- Strive to reach the goals identified in your Individual Performance Plan
- Review and update your Individual Performance Plan quarterly
- Upload training data to TrainingPeaks and engage with the Tri NZ Performance Lead (or equivalent) and Performance Scientist for review, monitoring and feedback

Tri NZ will attempt to subsidise camp and activity costs. This will be confirmed on a case by case basis and reviewed annually.

Travel to competitions may be subsidised by Tri NZ (substantial athlete contribution required), subject to Tri NZ budget constraints

Events may be supported by Tri NZ and HPSNZ support staff. Support on tours will be prioritised towards elite, benchmark and pinnacle events

Local grants/support services may be available for Foundation athletes in some regions. Contact your local Council or Regional Sports Trust to find out more.

TRINZ ATHLETE CATEGORISATION SUMMARY



LEVEL	ENTRY	DURATION AND REVIEW	ADVANCEMENT	PERFORMANCE MAINTENANCE
HP Elite	Meets Individual and/or Mixed Relay Performance Requirements within an 18-month period	Confirmed for four years. Annual assessment by Tri NZ.	n/a	Must maintain standards annually (pending injury or absence)
HP Potential	Meets Individual and/or Mixed Relay Performance Requirements within an 18-month period	Confirmed for two years. Annual assessment by Tri NZ.	Must meet benchmarks and show progression to advance	Must maintain standards annually (pending injury or absence)
HP Confirmation	Meets Individual Performance Requirements within an 18-month period	Confirmed for up to two years. Annual assessment by Tri NZ.	Must meet benchmarks and show progression to advance	Must maintain standards annually (pending injury or absence)
HP Development	Meets Individual and/or Single Discipline standards within one calendar year	Confirmed for one year. Annual assessment by Tri NZ. Age out at 23	Must meet benchmarks and show progression to advance	Must maintain standards annually

TRIATHLON NEW ZEALAND PERFORMANCE PATHWAY SNAPSHOT											
PATHWAY DESCRIPTORS			PERFORMANCE REQUIREMENTS								
Level	Stage Description	Athlete Description	Individual	Mixed Relay	Single Discipline	Health & Wellbeing	Physical	Technical	Tactical	Ambition	Attitude
HP Elite (Tier 1) Medal Focus 2028 Timeline to Podium 0-4 Years TAPS eligible	Athletes who have demonstrated realistic podium capabilities and are refining performances for podium success at the PE in this cycle	Athletes that have achieved multiple top 8s at BEs or PEs, or one Top 8 and equivalent international performances AND shows evidence of progression against the sport's Picture of Performance towards a podium at the PE in this cycle	ONE OF WTCS: 2 x Top 8 (standard distance) World Cup: 2 x Podium (standard distance) ≤1% of winner	ONE OF WTCS: 2 x Top 8 (sprint or super sprint distance) World Cup: 2 x Podium (sprint or super sprint distance) ≤1% of winner AND WTMRS: A leg time ≤1.0% of fastest leg time in your respective leg	Swim 400m SC: Men ≤4:15 (98%) Women ≤4:30 (98%) Run 1500m: Men ≤3:51 (94%) Women ≤4:22 (94%) Run 5km: Men ≤14:19 (94%) Women ≤16:36 (94%) Combined Swim+Run ≥192%	Demonstrates healthy fuelling, training and recovery habits, maintains low injury and illness rates, enabling consistent training with >90% availability during key performance periods Demonstrates a sustainable and effective balance between wellbeing and performance across all demands. Operates within a clearly defined, fully aligned, and high-functioning interdisciplinary support team. Purposefully adjusting the career plan as needed. Building financial resilience with different income streams and contingency plans.	Elite-level aerobic capacity and ability to perform at a relatively high percentages of max High fatigue resistance with the ability to maintain submaximal workloads efficiently. Well-developed anaerobic capacity specific to high performance demands Superior movement economy and neuromuscular coordination optimised for all disciplines.	Mastery of all disciplines to optimise efficiency, especially under stress, fatigue, and high speed. Purpose-driven training with a focus on winning. Continuous self-assessment in collaboration with support team. Application of advanced training methods, identifies opportunities for 1% gains.	Plans, adjusts, and executes race strategies in real time under pressure. Demonstrates advanced tactical understanding and deliver rapid, accurate self-correction in-race. Manages risk strategies dynamically based on elite level race scenarios. Benchmarks performance objectively against the world's best, with ongoing critical reflection to maintain competitive edge.	Sustains passion and perseverance toward long-term goals despite setbacks Leverages learning to improve decision making. Plans intentionally, critically evaluates progress, and implements improvements Owns outcomes and exhibits a strong competitive drive. 'Leans in' to their values, purpose and multiple identities to assist decision making.	Delivers high-level performance when it counts most Harnesses anxiety, maintains composure, regulates emotions and focusses attention in complex environments Relentless and intentional pursuit of growth and closing performance gaps. Demonstrates leadership to support others through change. Leads effectively and embraces role as ambassador in NZ.
HP Potential (Tier 2) Medal Focus 2028/32 Timeline to Podium 1-4 Years TAPS eligible	Athletes who have demonstrated performance progression, showing high potential of a Top 8 placing at the PE in this cycle and/or potential to medal at the PE in the next cycle Tracking towards Elite in 1-4 years	Athletes that have demonstrated agreed performance progression and tracking towards a Top 8 placing at the PE this cycle, AND tracking towards a podium at the PE next cycle OR athletes that have demonstrated agreed performance progression and tracking towards a podium at the PE next cycle	ONE OF WTCS: 2 x Top 16 (standard distance) ≤3% of winner. World Cup: 2 x Top 5 (standard distance) ≤2% of winner U23 World Champs: Podium	ONE OF WTCS: 2 x Top 16 (sprint or super sprint distance) ≤3% of winner World Cup: 2 x Top 5 (sprint or super sprint distance) ≤2% of winner AND ONE OF WTMRS: A leg time ≤1.5% of fastest leg time in your respective leg U19/U23 MR World Champs: A leg time ≤1.5% of fastest leg time in your respective leg	Swim 400m SC: Men ≤4:20 (96%) Women ≤4:36 (96%) Run 1500m: Men ≤3:55 (92%) Women ≤4:27 (92%) Run 5km: Men ≤14:35 (92%) Women ≤16:55 (92%) Combined Swim+Run ≥188%	Demonstrates healthy fuelling, training and recovery habits, maintains low injury and illness rates, enabling consistent training with >90% availability during key performance periods Manages wellbeing effectively under increased travel, competition, and training demands. Has an established, integrated support team working cohesively around athlete needs. Has developed a dual career action plan. Demonstrates financial capability with informed decisions around money.	Elevated aerobic capacity approaching elite levels, with a developing ability to sustain high percentages of max. Good fatigue resistance and growing efficiency in submaximal workload management. Anaerobic speed reserve is emerging but not fully refined Movement economy improving but still being honed for technical efficiency in all triathlon disciplines.	Shows consistent excellence across all disciplines, maintaining efficiency at high intensity and in challenging conditions. Trains with a clear performance focus, targeting competitive breakthroughs at international level. Demonstrates reflective practice and openness to collaborative, progressive and innovative input within the performance environment.	Independently plans and adapts nuanced race strategies across varied conditions. Demonstrates consistent tactical awareness and initiates self-correction in-race. Applies targeted risk strategies appropriate to race dynamics. Benchmarks and critically reflects against international competitors to identify performance gaps.	Sustains resilience over time, driving progress toward international performance benchmarks despite setbacks. Maintains high self-efficacy with curiosity and adaptability in adopting performance strategies. Actively engages in critical reflection to refine and optimise approaches. Own successes and failures incorporating a healthy competitive drive. Understand their purpose and can articulate their multiple identities.	Consistently delivers near-best performances in important competitions. Harnesses anxiety, maintains composure, regulates emotions and focusses attention in complex environments Intentional pursuit of growth and closing performance gaps. Demonstrates skills and strategies to navigate change Developing leadership and role modelling appropriate behaviour.
HP Confirmation (Tier 3) Medal Focus 2028/32 Timeline to Podium 4-6 Years TAPS eligible	Athletes who are confirming the performance requirements to achieve a Top 8 placing at the PE in this cycle and potential to podium at the PE in the next cycle Tracking towards Potential in 1-2 years	Athletes that are confirming the performance requirements to achieve a Top 8 placing at the PE this cycle and potential to podium at the PE in the next cycle OR Athletes that are confirming the performance requirements and tracking towards a podium at the PE in the next cycle	ONE OF Conti Cup: Podium (sprint or super sprint distance) ≤2% of winner U23 Conti Champs: Podium (sprint or super sprint distance) ≤2% of winner AND ONE OF U19 World Champs: Top 8 U23 World Champs: Top 8 World Cup: Top 8 WTMRS: A leg time ≤1.5% of fastest leg time in your respective leg U19/U23 MR World Champs: A leg time ≤1.5% of fastest leg time in your respective leg	ONE OF WTCS: 2 x Top 16 (sprint or super sprint distance) ≤3% of winner World Cup: 2 x Podium (sprint or super sprint distance) ≤1% of winner AND WTMRS: A leg time ≤1.0% of fastest leg time in your respective leg	Swim 400m SC: Men ≤4:25 (94%) Women ≤4:41(94%) Run 1500m: Men ≤4:00 (90%) Women ≤4:32 (90%) Run 5km: Men ≤14:51 (90%) Women ≤17:14 (90%) Combined Swim+Run ≥184%	Demonstrates healthy fuelling, training and recovery habits, maintains low injury and illness rates, enabling consistent training with >90% availability during key training blocks. Applies emerging strategies to maintain a healthy balance between wellbeing, lifestyle, and performance. Engages proactively with support staff, developing skills in communication and self-management of health needs. Actively explores interests, motivators and potential industries. Developing financial literacy.	Aerobic capacity values enhanced through training, showing above-average endurance capacity. Developing fatigue resistance sufficient for competitive race paces. Development of specific anaerobic requirements as aerobic conditioning develops. Neuromuscular coordination progressing toward technical proficiency across disciplines.	Exhibits reliable technical proficiency in all disciplines, sustaining efficiency under variable loads and race stress. Trains with clear performance goals linked to progression toward international benchmarks. Engages in regular self-evaluation with support team to refine performance habits. Applies structured, modern training methods with growing consistency.	Plans and adapts race strategies with partial independence. Applies developing tactical awareness to make timely in-race adjustments. Trials risk-taking decisions within controlled race environments. Benchmarks progress against national or international performance standards and reflects with structured support.	Demonstrates consistent perseverance toward ambitious goals, managing setbacks constructively. Proactively exploring ways to learn and applying lessons systematically to progress performance. Actively engages in critical reflection to refine and optimise approaches. Accepts accountability for results and expresses a clear competitive mindset. Exploring values, purpose and multiple identities.	Produces strong performances more often when it counts. Can manage anxiety, composure, emotions and attention in challenging environments Growth mindset, intentional in identifying and closing performance gaps. Embraces change and recognises previous successful transitions Aligns behaviours with expectation of Tri NZ and HPSNZ.
HP Development (Tier 4) Medal Focus 2032/36 Timeline to Podium 6-10 Years Non-TAPS eligible, unless by exception	Athletes who are demonstrating the performance requirements to perform at future PE Introduction to high performance environments and international competition Tracking towards Confirmation in 1-4 years	Athletes that are benchmarking against the performance requirements to perform at future PE	ONE OF World Cup: one result ≤4% of the winner Conti Cups: multiple performances ≤ 3% of winner Oceania U19 Champs: Top 5 & ≤3% of winner Oceania U19 MR Champs: A leg time ≤30s of the fastest time in your respective leg NZSS: Podium	ONE OF WTCS: 2 x Top 16 (sprint or super sprint distance) ≤3% of winner World Cup: 2 x Podium (sprint or super sprint distance) ≤1% of winner AND WTMRS: A leg time ≤1.0% of fastest leg time in your respective leg	Swim 400m SC: Men ≤4:43 (87%) Women ≤5:00 (87%) Run 1500m: Men ≤4:11 (85%) Women ≤4:44 (85%) Run 5km: Men ≤15:31 (85%) Women ≤18:01 (85%) Combined Swim+Run ≥172%	Learning healthy fuelling, training and recovery habits that reduce risk of injury and illness, aimed at maximising training availability. Learning to balance personal wellbeing with growing performance demands. Accessing foundational support services as introduced through the pathway. Understands the importance of a dual career. Shows appreciation for money as a finite resource.	Aerobic capacity in the improvement phase, foundation for aerobic endurance being laid. Fatigue resistance building through consistent training exposure Maintenance of anaerobic training exposure as aerobic development prioritised Movement economy and coordination foundational work occurring through skill development.	Demonstrates solid foundational capabilities across all disciplines, with developing ability to maintain efficiency under pressure. Approaches training with discipline and intent, aiming for measurable progress against performance goals. Begins to use self-reflection and feedback from coaches and peers to inform growth and learning.	Begins to plan and follow simple race strategies with guidance. Shows emerging awareness of race dynamics and basic tactical decision-making. Attempts simple risk/reward decisions with coach input. Compares performance to higher-level peers as an introduction to benchmarking.	Coachable and open to learning. Shows enthusiasm, resilience, and responsibility through goal setting, learning and improvement. Has a strong athletic identity and desire to pursue a high-performance athletic career.	Shows ability to perform well in key moments on occasion. Learns strategies to settle nerves, emotions and regain focus when distracted. Growth mindset, intentional in identifying and closing performance gaps. Has an understanding of the nature and inevitability of change. Understands how behaviour impacts performance in sport and life.

The Tri NZ Performance Pathway describes the platform to identify, select, track and support athletes as they transition from HP Development to HP Elite. It is based on data from World Triathlon results (individual and mixed relay), individual discipline performance, and elite training from 2000-2025. While it is strongly evidence-based, athlete progression is also recognised as dynamic and non-linear, and therefore the Pathway is considered as a guide for individual consideration.

The Pathway is two-dimensional. Read horizontally the key components relevant to each stage of the Pathway are outlined. Read vertically, the Pathway describes how each key characteristic changes from one stage of development to the next.