



Australian Athletics Pathways Transition Program

Terms of Reference

(As at 2025-02-28)

Introduction

In 2023, Australian Athletics (AA) launched the Pathways Transition Program (PTP). This program is focused on developing athletes, and their coaches, with the capability to win medals and make finals for Australia at future Benchmark Events (BMEs).

For 2025 onwards, PTP is expanding, to include the following categories:

Core PTP (approximately 40 athletes)

This category of PTP is a continuation of the program run in 2023 and 2024. Here, approximately 40 athletes, including Para athletes, will be supported.

PTP Relays (approximately 20 athletes)

This category of PTP is focused on ensuring the ongoing strength of the Australian National Relay Program across future cycles. Here, approximately 5 athletes per team (Men's 4x100m, Women's 4x100m, Men's 4x400m, Women's 4x400m) will be selected.

PTP Target 2032 (up to 20 athletes)

To ensure the ongoing success of Australian Athletics, this part of the program is focused on attracting athletes to events that have current talent gaps to ensure that AA can have a top-16 capable athlete in each event at the 2032 Olympic Games. This part of the program will be broken into two components:

Talent Transfer

In the first year, the program will support up to 20 athletes in target events through an initial talent confirmation stage in the 400m hurdles and 3000m Steeplechase.

Following the completion of the 2026 Domestic Season, this talent confirmation cohort will then undergo a target selection (of approximately 4-6 athletes), with a further talent confirmation cohort of up to 20 athletes entering the program.

Targeted Event Projects

Designed to develop athletes in events where there is currently less depth, particularly in development athletes, this part of the program will be delivered in conjunction with the National Event Group Panels in support of their key strategic goals.



PTP Overseas Athlete (approximately 20 athletes)

AA recognise that developing athletes may choose to further their education outside of Australia, and, in some cases, athletes eligible to compete for Australia may reside overseas. To ensure these athletes are supported in their development, up to approximately 20 athletes based overseas may be selected onto this category.

This document contains the Terms of Reference which outline the requirements and process for an athlete to be considered for selection onto PTP for each category.

Expressions of Interest

Athletes are eligible for selection for PTP if they submit an Expression of Interest (EoI) to be considered for selection onto the program prior to the Selection Meeting, held following the completion of the Australian Domestic Season. Where athletes do not submit an EoI, it will be assumed they do not want to be considered for selection to PTP. For the avoidance of doubt, athletes do not have to be on PTP in order to be eligible for selection for Australian International Teams – the selection process for these competitions will be covered in the specific competition selection policy.

PTP Core

By submitting an EoI, interested athletes confirm that they will support the following key terms of membership:

- Complete a Gap-to-Podium analysis and Individual Athlete Performance Plan with personal coach and AA PTP Staff Member.
- Conduct a mid-year review with personal coach and AA PTP Staff Member.
- Comply with all relevant AA and AIS policies, including the Codes of Conduct
- Commit to attending the PTP National Camp. Where there is an issue with attendance due to an athlete's personal circumstances (e.g., educational exam), permission to attend those commitments will not be unreasonably withheld. Travel to, and accommodation at, the camp will be covered by Australian Athletics.

PTP Relays

By submitting an EoI, interested athletes confirm that they will support the following key terms of membership:



- Complete a Gap-to-Podium analysis and Individual Athlete Performance Plan with personal coach and AA PTP Staff Member.
- Conduct a mid-year review with personal coach and AA PTP Staff Member.
- Comply with all relevant AA and AIS policies, including the Codes of Conduct
- Commit to attending the PTP National Camp. Where there is an issue with attendance due to an athlete's personal circumstances (e.g., educational exam), permission to attend those commitments will not be unreasonably withheld. Travel to, and accommodation at, the camp will be covered by Australian Athletics.
- Athletes will make relay performance a key priority.
- Athletes commit to attending all relay camps and competitions planned by relay coaches. Notice/details for these camps and competitions will be provided as quickly as possible, and outside of special circumstances at least 4 weeks' notice will be given. In the case of injury or illness, a report should be provided by their local medical team to the PTP Physiotherapy Lead to guide a decision regarding level of involvement in the camp. Where there is an issue with attendance due to an athlete's personal circumstances (e.g., educational exam), permission to attend those commitments will not be unreasonably withheld. Exemptions will not be granted for individual competitive goals, or poorly planned tapering into camps. Travel to, and accommodation at, the camp will be covered by Australian Athletics.
- At the relay camps and competitions, undertake the relay training sessions delivered by the coaches to their best of their ability. This includes ensuring they arrive at the camp in a sufficiently recovered state to tolerate the training and competition loads (which will be communicated in advance) at the required intensity. Where an athlete is carrying an injury, guidance from the relay program medical staff will be utilised to determine overall training load and intensity.
- Attend all relay program meetings and review sessions. During these sessions, athletes will engage in a respectful manner with both staff and fellow athletes.

PTP Target 2032 - Talent Transfer

By submitting an EoI, interested athletes confirm that they will support the following key terms of membership:

- Complete a Gap-to-Podium analysis and Individual Athlete Performance Plan with personal coach and AA PTP Staff Member.
- Conduct a mid-year review with personal coach and AA PTP Staff Member.
- Comply with all relevant AA and AIS policies, including the Codes of Conduct
- Commit to attending the PTP National Camp. Where there is an issue with attendance due to an athlete's personal circumstances (e.g., educational exam), permission to attend those commitments will not be unreasonably withheld. Travel to, and accommodation at, the camp will be covered by Australian Athletics.
- Commit to attending the PTP Talent Transfer Camp. Where there is an issue with attendance due to an athlete's personal circumstances (e.g., educational exam),



permission to attend those commitments will not be unreasonably withheld. Travel to, and accommodation at, the camp will be covered by Australian Athletics.

- Athletes will make performance in their new event a key priority, and commit to competing in that event during the domestic season.

PTP Overseas Athlete

By submitting an EoI, interested athletes confirm that they will support the following key terms of membership:

- Complete a Gap-to-Podium analysis and Individual Athlete Performance Plan with personal coach and AA PTP Staff Member.
- Conduct a mid-year review with personal coach and AA PTP Staff Member.
- Comply with all relevant AA and AIS policies, including the Codes of Conduct