



# **ASPIRE 28**

## **NATIONAL TALENT IDENTIFICATION AND DEVELOPMENT PLAN**

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# INTRODUCTION

After following three engagement workshops focusing on transformation, youth, development, as well as, ensuring we are doing this for our diverse community, we have brought about the Aspire Framework with an aim of bringing about change for all by 2028.

The Aspiration framework for the development of cyclists involves a step-by-step approach that incorporates specific actions and a pathway to create desired results. Our goal and objective remain to develop with a purpose, aiming at performing in the future. In order to achieve national success, Cycling SA will have greater involvement going forward, in the coordination of youth development and talent identification which happens at club, regional and provincial level.

This document will also outline the process for using a provided Wahoo indoor trainer to conduct athlete testing as part of a talent identification program in PDI communities. The goal of this program is to identify and develop potential talent in cycling South Africa. Provincial commissions are responsible for conducting these tests and implementing the program.

## 1. Our Aspirations

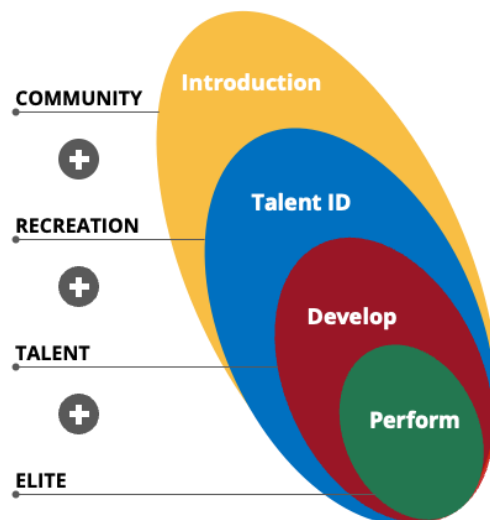
What do we want to achieve?



## 2. + Understanding Our People and Their Needs

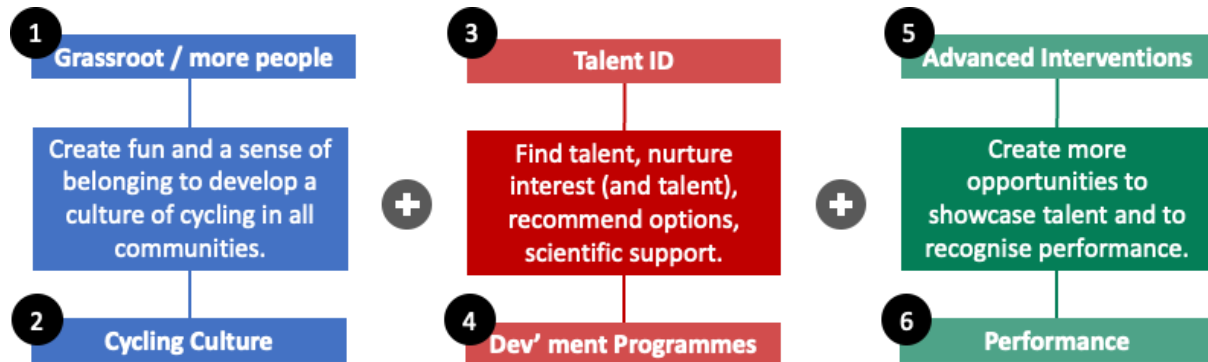
Who do we want to do this for?

- ❖ New to cycling, need orientation into the sport.
  - ❖ Enjoy comradery and participation on a more regular basis.
  - ❖ Need access to the sport to break the entry barriers.
  - ❖ Need basic information, assistance and safe environment
- ❖ Have adopted the sport as part of their "lifestyle".
  - ❖ Sense of belonging has become important (group / community rides).
  - ❖ Need training programs, riding tips, riding routes.
  - ❖ Participate in domestic races as part of a group or personal challenge.
- ❖ Shows talent and have ambitions that requires development support.
  - ❖ Participate regularly in competitions.
  - ❖ Requires guidance and the need of being coached / mentored.
  - ❖ Aspires to become professionals and consider cycling as a career path.
- ❖ Talent have been nurtured and have levelled up / forms part of provincial / national teams.
  - ❖ Requires more advanced support and environment, coaching and more specialized equipment.



### 3. + Applying Basic Actions

How can we do this?



Our plan is to coordinate those already involved in cycling, as well as, those who are newly joining as coaches, managers, administrators. Our aim is to help create a supportive and interconnected cycling community, providing opportunities for development, sharing of resources, and fostering a culture of excellence in the sport.

In addition we will outline competitions required at provincial level which should showcase the talent which had been developed in order to give recognition where it is due at performance levels.

### 4. = Our Aspiration Framework

What does the complete picture look like?



## ACTION 1 + 2: BEING MORE DIVERSE TO CREATE A CYCLING CULTURE

Creating a cycling culture involves fostering a positive and supportive environment that encourages and promotes cycling as; a preferred mode of transportation; a recreational activity, as well as a competitive sport. This cultural shift promotes the numerous benefits of cycling, including improved health, reduced traffic congestion, and a cleaner environment. Different levels of involvement have different responsibilities.

### 5. Cycling SA roles and responsibilities to create a diverse cycling culture.

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#### 5.1. Celebrate our heroes

- By highlighting cyclists' successes, both locally and nationally, we inspire others and showcase the achievements of the overall cycling community. Support and recognize local cycling clubs, teams, and individuals who contribute to the growth and development of the sport.

#### 5.2. Lobby Government Support to

- Advocate for bike-friendly policies and facilities at transit hubs, such as bike racks on buses or bike storage areas at train stations.
- Collaborate with transportation departments, health agencies, and urban planning departments to integrate cycling into urban planning and design and support cycling initiatives.
- Invest in cycling infrastructure such as bike lanes, bike parking facilities, and safe cycling paths.
- Ensure that these facilities are well-maintained and easily accessible to cyclists.
- Implement traffic safety measures and awareness campaigns to make roads safer for cyclists.
- Promote the integration of cycling with other modes of transportation, such as public transit. Encourage the use of bicycles for short-distance trips and commuting.

#### 5.3. Education and Training

- Provide cycling education and training programs for cyclists of all ages and skill levels that include cycling safety courses for new or inexperienced cyclists.
- Educate both cyclists and motorists about sharing the road and the importance of mutual respect.

### 6. Provincial and regional affiliates roles and responsibilities to create a diverse cycling culture.

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#### 6.1. Develop strong communities

- Organize community events, group rides, and cycling-related activities that bring cyclists together.
- Encourage participation from different demographics and create a sense of community among cyclists.
- Collaborate with local businesses, schools, and organizations to promote cycling and its benefits.

- 6.2. **Actively advocate for safe cycling spaces**
  - Engage in active promotion and advocate for cycling for cycling-friendly policies, infrastructure improvements, and funding support from provincial government agencies and local authorities.
- 6.3. **Promote mobility and commuting**
  - Raise awareness about the benefits of cycling for health, the environment, and the local community.
  - Forge partnerships with local businesses, organizations, and sponsors to support cycling initiatives.

## ACTION 3 + 4: TALENT IDENTIFICATION AND DEVELOPMENT CENTRES

### 7. What are we setting out to do?

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Talent Identification and Development is the starting point of the talent pathway. Identifying cycling talent involves assessing various factors that contribute to a cyclist's potential for success in the sport. To identify talent, the rider's age and development shall be considered .

- 7.1. **Physical Attributes**
  - Cyclists demonstrating exceptional physical attributes such as cardiovascular endurance, muscular strength and power, agility, and a high power-to-weight ratio. This will be assessed through fitness tests, performance data, and observations during training sessions or races.
- 7.2. **Technical Skills**
  - Evaluating cyclists' technical skills, including bike handling, cornering, descents, and sprinting ability. Athlete should display coordination, balance, and the ability to execute these skills smoothly and efficiently.
- 7.3. **Racing Performance**
  - Assessing cyclists' race results and performance in competitive events. Though there are anomalies, cyclists with true talent consistently deliver strong performances, podium finishes, and success in different types of races and terrains taking into consider the level of the races as well, as success at higher-level competitions.
- 7.4. **Trainability and Work Ethic**
  - Cyclists' dedication, commitment, and willingness to continuously learn and improve are key success factors to the overall success of development. Cyclists demonstrate their work ethic, discipline, and a growth mindset through their training consistency, willingness to take feedback, and efforts to learn from mistakes.
- 7.5. **Mental Strength**
  - Cyclists' determination, resilience, focus, and the ability to handle pressure and adversity, maintaining composure during races, demonstrating a competitive mindset, and exhibiting strong mental fortitude to be considered.

## 8. Cycling SA roles and responsibilities in Identifying Talent

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- 8.1. **Performance Monitoring**
  - Utilize performance tracking tools and scientific data to analyze and assess an athlete's performance and progress over time.
- 8.2. **Providing equipment**
  - Cycling SA to provide start-up testing equipment and the standard tests and protocols for center administrators and provincial / regional bodies to plot data for regional and provincial selections and development.
- 8.3. **Focus on diversity and identifying a rider's suitability to different disciplines.**
  - More focus on promoting grassroots participation and inclusion in the sport. Initiatives across the country should be to encourage young cyclists to participate and have access to cycling. This focus on inclusivity ensures that talents from diverse backgrounds have access to opportunities and resources for development.

## 9. Provincial, Regional, and Youth Commissioner roles and responsibilities in identifying talent

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Grassroots development plays a crucial role in identifying and nurturing talent in cycling. Here are some key steps to implement talent identification and development programs at the grassroots level. Provincial and regional affiliates and their associated youth commissioners should:

- 9.1. **Scout Talent**
  - Identify potential talent by actively scouting and observing young cyclists at local races, club events, school competitions, and community rides.
  - Look for individuals who demonstrate potential in terms of physical attributes, technical skills, race performance, and overall commitment to the sport.
  - Seek input from experienced coaches, trainers, scouts, and experts in the cycling community. Their knowledge, expertise, and experience can provide valuable insights into identifying talent and potential.
- 9.2. **Assessment and Selection**
  - Conduct systematic assessments to evaluate the potential of identified cyclists.
  - Establish permanent and / or preferably roving testing setups and coordinate talent assessment sessions with all provincial clubs, academies and schools.
  - Appoint scouting team consisting of a Youth commissioner and senior Level 1 or Level 2 Cycling SA accredited coach as "Assessment Facilitator" to conduct assessment tests which should be made available to the national performance database.
- 9.3. **Talent Development Programs**
  - Once talents have been identified, provide structured and systematic training programs tailored to their individual needs and developmental stage. Offer specialized coaching, technical skill development, conditioning exercises, and race-specific training. Focus on building a strong foundation of skill, fitness, and tactical understanding.

#### 9.4. **Support System**

- Provide a support system that includes mentorship, guidance, and resources for provincial coaches and talent development.

### **10. Club, Academy or School roles and responsibilities**

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Overall, the role of a cycling club, academy or school team is to provide a structured and supportive environment for cyclists to develop their skills, achieve their goals, and foster a lifelong love for the sport. The club acts as a hub for knowledge, resources, coaching, and community for its members, working towards creating a culture of excellence and enjoyment in cycling.

#### 10.1. **Supportive Network**

- Foster a supportive and inclusive environment within the cycling club, academy or school team, where cyclists can learn from and motivate each other. Encourage teamwork, camaraderie, and healthy competition among members.

#### 10.2. **Community Engagement**

- Engage with the broader cycling community by organizing events, partnering with local organizations, and advocating for cycling safety and infrastructure improvements. This helps raise awareness of the club and create opportunities for cyclists to connect with fellow enthusiasts.

#### 10.3. **Racing Experience**

- Provide opportunities for the cyclist to gain racing experience at various levels, starting with local races and gradually progressing to higher-level competitions. Racing experience helps build confidence, develop race tactics, and expose the cyclist to different race scenarios.

#### 10.4. **Enjoyment and Fun**

- Ensure that environment creates a positive and enjoyable experience for its members. Emphasize the joy of cycling, the thrill of competition, and the satisfaction of achieving personal goals.

#### 10.5. **Personal Development**

- Recognize that cycling is not just about physical and technical skills but also personal growth. Encourage cyclists to develop life skills such as discipline, perseverance, goal setting, time management, and teamwork.

### **11. Coach roles and responsibilities**

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A qualified coach should offer coaching, mentorship and expertise, monitor progress, provide feedback, and make necessary adjustments to a cyclist's training plan. This plan should consider the cyclist's age, development to date and consider specific areas to focus on and the actions required to achieve the set goals. Plans should include both short-term and long-term targets.

#### 11.1. **Rider Assessment**

- Understand the starting point of cyclist and help to set goals for improving performance, developing technical skills and achieving specific targets in races.



- 11.2. **Create a Long-Term Development Plan**
  - Based on the initial assessment, establish a plan for long-term development that includes periodic rest and recovery, annual planning, and progression through different levels of competition phases.
- 11.3. **Training Programs**
  - Develop a comprehensive training program that includes strength training, aerobic and anaerobic conditioning. Such program should be designed to improve overall fitness and address specific weaknesses identified.
- 11.4. **Technical Training**
  - Implement a structured technical training program that focuses on improving cycling skills such as bike handling, cornering, climbing, descending, and sprinting focusing on the training should be tailored to the cyclist's individual needs and include progressive skill-building exercises.
- 11.5. **Physical Conditioning**
  - Guide cyclist on flexibility and injury prevention exercises.
- 11.6. **Nutrition and Recovery**
  - Educate the cyclists about proper nutrition, hydration, and recovery strategies to optimize performance and support the demands of training and racing.
- 11.7. **Mental preparation**
  - Focus on mental preparation to enhance the cyclist's mental strength, resilience, and ability to deal with pressure. This can include visualization exercises, goal setting, positive self-talk, and stress management techniques.
- 11.8. **Constant Evaluation and Adjustment**
  - Continuously assess the cyclist's progress, adjust the development plan as needed, and set new targets to keep the development process dynamic and adaptive.

## TALENT ID AND PERFORMANCE TESTING

### 12. Who do we want to know about?

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Though the focus of talent identification is mainly on the youth, other athletes are also encouraged to know their levels of performance and should they meet selection standards, ensure that the information is shared with Cycling SA.

This tests provide objective data on a cyclist's fitness level, strengths, weaknesses, and progress over time. They help in setting appropriate training zones, establishing benchmarks, tracking improvements, and tailoring training programs to maximize performance.

### 13. Who will be able to conduct testing?

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- 13.1. Each province should appoint at least one Cycling SA Level 2 or higher accredited and licensed coach as a Talent ID Commissioner. The appointed person will be responsible to conduct tests and submit results to the national database via their provincial representative.
- 13.2. Should a province not have any qualified and accredited Cycling SA Level 2 + 3 coaches to appoint as Talent ID Commissioners, an advanced Cycling SA Level 1 coach can be trained by a Level 3 coach to conduct a test in the province. (Province to submit a request to [operations@cyclingsa.com](mailto:operations@cyclingsa.com) )
- 13.3. Though it is possible for provinces to have more than one Talent ID Commissioner, Cycling SA can only provide equipment for one test center.
- 13.4. In addition, any other Cycling SA Level 2 or higher coach may submit test results based on the same protocols using their own equipment.

### 14. Talent Identification commissioner roles

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The Talent ID Commissioner shall be responsible to:

- 14.1. **Scientific Assessments**
  - Conduct a scientific assessment of the cyclist's current abilities as per the protocols in this guide.
- 14.2. **Results Management**
  - Share assessment results with the rider and coach, outlining strengths, weaknesses, and areas that need improvement.
  - Share assessment results as per protocol requirements with the provincial development commission and Cycling SA (online submission).

### 15. Safety and safeguarding

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Cycling SA safeguarding is guided through the Cycling SA Code of Ethics, Cycling SA Codes of Conduct as well as Safeguarding policies to protect young athletes when interacting with facilitators and coaches. As such parties being appointed shall be required to have a Cycling SA coach license with Cycling SA who have followed completed the pre-requisite safeguarding protocols:

- 15.1. **Background checks**
  - Police clearance / background check approved by Cycling SA to ensure they have no history of misconduct or criminal offenses.
- 15.2. **Training and awareness / conduct**
  - Test Facilitators shall be required to complete the safeguarding course of the Guardian.
  - During the course, facilitators shall be provided with clear guidelines and policies for interactions between test facilitators and young athletes. This should

include protocols for appropriate physical contact, communication channels, and restrictions on one-on-one time

15.3. **Supervision and monitoring**

- Any child (age 18 and younger) being tested shall require an additional person, either a parent, another adult club member or a person designated by the province present to prevent any potential misconduct.

15.4. **Reporting and response mechanisms**

- Provincial representatives should maintain open lines of communication with parents and athletes, providing them with information on the purpose and process of testing, and encouraging them to share any concerns or discomfort.
- Any misconduct can be reported via the Cycling SA whistleblower form or directly with the safeguarding officer of the provincial affiliate.
- Upon receipt, immediate action shall be taken, and the facilitator shall be suspended until an investigation has been completed.

## 16. Equipment

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- 16.1. Cycling SA shall provide one set of mobile equipment to each provincial affiliate inclusive of a Wahoo Indoor Trainer, heart rate monitors to monitor performance. This can be utilized by the designated Provincial Talent ID Commissioner (or alternatively by a designated person reporting to the Provincial Talent ID Commissioner).
- 16.2. If there is no reporting on testing that had been conducted, or if the unit is not used as outlined in this document, Cycling SA shall have the right to have the province return the equipment which will then be allocated to other provinces and regions.
- 16.3. Tests can be conducted on any other similar equipment. Should a Wattbike be used, the UCI / WCC protocols and resistance settings should be used.

## 17. Athlete registration

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Testing of new talent shall be open to members of each of the respective provinces. A rider who is not yet a member of Cycling SA can be tested, but data cannot be kept on record for future use or selection and development purposes without becoming a sign-up member of Cycling SA. As such, we recommend that cyclists register with Cycling SA prior to being tested.

17.1. **Talent Testing Registration**

- Sign-up for Cycling SA Talent Identification Testing shall be via a Registration Form of each province. This form is to be set up by each provincial Talent ID Commissioner using Google Form to share data via Excel with Cycling SA.

Data that will be collected by each province shall include:

- Full Name:
- Gender:
- Date of Birth:
- Age:
- Parent/Guardian Full Name (if applicable):

- Contact Email:
- Contact Phone Number:
- Address:
- Cycling Experience:
  - Number of years involved in cycling.
  - Current cycling discipline(s)
  - Previous competitions or events participated in
  - Past results to be considered
  - If new to cycling, what other sport have you participate in
- Medical Information:
  - Rider Weight (on the day of testing to determine w/kg)
  - Rider Height
  - Any medical conditions, injuries or allergies
  - Emergency contact name and phone number:

Consent:

I, [participant's name/parent/guardian's name], hereby consent to participate in the cycling talent identification testing program. I understand that there may be certain risks associated with cycling and I agree to release any liability or responsibility from the organizers, evaluators, or coordinators of the program for any injuries or incidents that may occur during any form of testing.

Though Cycling SA and [ the provincial affiliate name ] will treat all data with the utmost confidentiality and in accordance with applicable data protection laws, I acknowledge that my personal information and the data collected during this registration and any continuous testing and monitoring will be used for the purpose of talent identification, development and potentially selection purposes and I agree that it may be made available to selectors and other relevant parties.

I acknowledge that any tampering or manipulation of data in the talent identification testing program is strictly prohibited. Cycling South Africa reserves the right to interrogate data that appears to be incorrect and may conduct further assessments or evaluations if necessary. Any individual found to have tampered with the data may be subject to a disciplinary process under the Code of Ethics of Cycling South Africa.

Signature:

Date:

Parent/Guardian Consent (for participants under 18 years old):

I, [parent/guardian's name], the parent or legal guardian of the participant

## 18. Talent ID / Power Profile Test

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As the majority of our coaches are trained via the UCI, either completing a Level 1 or 2 Coaching Certificate or a Level 3 Coaching Diploma, the test Cycling SA shall use, will be based on the same as that of the UCI /WCC as conducted in association with WattBike.

The Power Profile Test (PPT) is a standard test which is used around the world to identify talent for all cycling disciplines. The test should be conducted as follows:

- The indoor trainer should be set to slope mode, so the athlete uses their gears to adjust effort.
- The test shall be continuous and set up as an interval workout.
- Warm up for 17 minutes (this should be as follows whilst the coach adjusts the trainer slope setting to match the rider abilities):
  - o 7mins at 90 rpm
  - o 1min 30 sec at 95 rpm,
  - o 1min 30 sec at 100 rpm,
  - o 1min at 105 rpm,
  - o 1min at 110 rpm,
  - o 30sec at 115 rpm,
  - o 30sec at 120,
  - o 4min at 90 rpm
- 1 x 6 secs all out peak power sprint test
- 3 min, 54 secs active recovery
  
- 1 x 6 secs all out peak power sprint test
- 3 min, 54 secs active recovery
  
- 1 x 30 sec all out print sprint test.
- 5 min, 30 secs active recovery
  
- 1x 4 min all out, paced aerobic test.
- Cool down 15mins

## 19. Performance Test – Threshold Power.

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Cycling SA will utilize the ramp test for performance assessments to estimate the functional threshold power of the athlete. This involves gradually increasing the cycling workload (either power output or resistance) until the cyclist reaches their maximum sustainable effort.

### 19.1. Ramp Test

Though the ramp test of existing training / testing software can be used, a standard test consists of:

- Sufficient warm up, like the power profile test for 15 – 17 minutes.
- The test starts at 100 watts and increases by 20 watts each minute and the test are complete when the rider reaches the point of failure and cannot continue.
- A rider's FTP shall be based on the power output of the final minute to estimate multiplied by 0,75.

This test should not be done at the same time as the power profile test. It is recommended to recover fully in between.

## 20. Data plotting and understanding result values

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The Power Profile test will be used to identify talent whilst previous test data will be kept on record to review progress. The Ramp Test is for both talent identification for endurance disciplines as well

as providing a rider with his / her Functional Threshold Power to determine progress over a period of time and to assist his / her coach with data for training planning.

A rider's test data is an indication of the level s/he is on. The power data from the test is divided by the weight to determine the w/kg of the rider for a specific test.

	MEN					WOMEN				
	Track Sprint / BMX		Track Endurance / XCO		Road / XCM	Track Sprint / BMX		Track Endurance / XCO		Road / XCM
	5s	30s	1m	4m	FTP	5s	30s	1m	4m	FTP
<b>World Best</b>	24,0	17,3	11,5	8,1	6,4	19,4	14,0	9,3	6,8	5,7
<b>Minimum Benchmark Elite Performance</b>	21,6	15,4	10,5	7,2	5,6	17,5	12,1	8,5	6,0	5,0
<b>Minimum Benchmark U23- Performance</b>	20,0	14,1	9,8	6,6	5,1	16,2	10,9	7,9	5,4	4,5
<b>Minimum Benchmark Jnr Talent ID</b>	18,3	12,9	9,1	6,0	4,5	14,9	9,6	7,4	4,8	4,0
<b>Minimum Benchmark U17 Talent ID</b>	16,7	11,6	8,4	5,4	4,0	13,6	8,3	6,8	4,2	3,5

Table 1: Watts / per kilogram as benchmarks for different age categories for both men and women

- 20.1. **Track Sprint and BMX identifiers**
  - The data in the 5sec, 30 sec and 1min will be used as indicators.
- 20.2. **Track Endurance and Cross-Country identifiers**
  - The 1min and 4 min test data will be used as indicators.
- 20.3. **Road (including TT), Marathon and Gravel**
  - The 4 min and FTP through the Step test data will be used as indicators.

(E.g. if a girl, aged 16 years, test results in her 5 sec sprints is 14,5 w/kg and her 30sec sprint 9 w/kg, but her 4 min is 3 w/kg, the deduction would be that the rider is more likely to become a sprinter on the track or a BMX rider than an endurance athlete).

## 21. Evaluation and follow-up

- 21.1. After the test, the Talent ID Commissioner can evaluate the data and share results or next with athletes and their parents/guardians / coaches.
- 21.2. The complete test file with the results shall be sent to Cycling SA within 48 hours.

## 22. Data Management

The success of the program relies on proper equipment usage, consistent testing, and secure data handling. To ensure efficient and organized data management for the cycling talent identification testing program, the following steps should be taken by each province

- 22.1. **Designate a responsible person or team to manage data:**

- Assign a specific individual or a team to oversee data management for the talent scout testing program. This person or team will be responsible for collecting, organizing, and storing the data securely.
- 22.2. **Data capture and storage:**
- We suggest utilizing Google Docs for data capturing to allow for uniform import of information collected at Cycling SA's end.
- 22.3. **Securing data and managing access permissions:**
- Take measures to keep the data stored securely. This includes using strong passwords, regularly backing up the data, and implementing appropriate security measures to protect against unauthorized access.
  - Create a dedicated folder or document for each participant to maintain their information separately.
  - Control access to the data by granting permissions to authorized individuals only.
  - Limit access to sensitive information to maintain privacy and confidentiality.
  - Ensure that the designated person or team is trained in data management best practices, including promoting data security, confidentiality, and adhering to data protection regulations and understand the data and privacy policies of Cycling SA.
- 22.4. **Data retention policy**
- Data shall only be retained as long an individual remains a member of Cycling SA. If a person's membership laps with more than 180 days, all data collected shall be permanently deleted.

## 23. Data Submission

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To ensure smooth data submission and management for the talent identification testing program, the following steps will be taken:

- 23.1. **Shared folder**
- Cycling SA shall share a link to the shared folder where an athlete's data will be saved. A facilitator will receive a link to upload files to a shared file folder between the facilitator and the province. Once uploaded it will be transferred to a secured folder only shared between Cycling SA and each respective province.
- 23.2. **Sharing and saving Information**
- Data files or documents being submitted for a rider should be submitted using: "SURNAME\_Firstname \_CSAID \_DocumentType" as the label or all files, documents and subject lines. This will assist in organizing and sorting the data for further analysis and evaluation.
- 23.3. **Deadlines to submit data.**
- Data should be submitted within 48 hours following capturing.
- 23.4. **Data Verification**
- A designated Talent ID manager of Cycling SA shall review the submitted data to ensure its accuracy and completeness. Any discrepancies or missing information

will be addressed with the respective athlete or coach for clarification or resolution.

## 24. Data integrity and tampering.

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To maintain the integrity of the talent identification testing program and to ensure accurate data, Cycling South Africa shall have the right to interrogate data that appears to be incorrect.

Any tampering or manipulation of data in the talent identification testing program is strictly prohibited. Tampering with data or submitting incorrect data intentionally, is a serious breach of ethics and can undermine the credibility and fairness of the talent scout testing program.

Cycling South Africa reserves the right to interrogate data that appears to be incorrect and may conduct further assessments or evaluations if necessary. This may include verifying the information provided, contacting participants for clarification or additional details, or conducting further assessments or evaluations if necessary.

Any individual found to have tampered with the data may be subject to a disciplinary process under the Code of Ethics of Cycling South Africa.

## 25. Data Privacy

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Visit [www.cyclingsa.com](http://www.cyclingsa.com) for our Privacy and Data Management Policies.

# ACTION 5 + 6: HIGH PERFORMANCE AND INTERVENTIONS

## 26. Development Pathway

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Disciplines from Regional to National level should utilise the talent benchmarks determined in this document, as well as time standards and performance requirements as set by each discipline, to ensure that a pathway is strategically set from grassroots to high-performance level. Each discipline should work closely with their coaching and performance advisors to outline the process of what happens on each of the pathway levels:

- Grassroot
- Identified Talent
- Emerging / Developing Talent
- Podium Potential
- Performers / Winners

## 27. High Performance

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The high-performance plan for each discipline shall aim to create an environment that supports and develops elite cyclists, enabling cyclists to achieve their full potential. This requires a long-term and strategic approach, as well as collaboration and partnerships with various stakeholders.

The NOB (National Office Bearers – see Constitution), the Discipline Commissions and the High-Performance Forum shall play a leading role in the High-Performance Planning and implementation of Cycling SA to enhance the performance and success of our cyclists at international level.



## 28. NOB and Discipline Commissions Roles and responsibilities

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The discipline commissions are responsible for specific performance development planning as well as interventions to fast track the process.

There should be a clear plan of local grassroots talent scouting, development through a well-structured calendar as well as utilizing the structure in place through the provinces to assess and monitor improvement of talent identified and athletes being developed.

**The NOB (Directors of each of the disciplines) are responsible to:**

- 28.1. Develop a calendar of national and international competitions that align with the goals of Cycling SA and to provide valuable competitive opportunities for athletes. This includes selecting and preparing teams for international competitions such as the Olympics, World Championships, and Commonwealth Games. Calendars should consist of a series of events on each of the following levels for all disciplines:

### **National**

- Championships
- National League / Cup / Series (inter-provincials) of 5-7 events annually

### **Provincial**

- Championships
- Provincial League / Cup / Series of 5-7 events per quarter

### **Regional**

- Championships
- Regional Series and inter club competitions between clubs / schools / academies.

- 28.2. As a collective, oversee a national High-Performance Forum who shall be responsible to accelerate higher development in SA, but providing direction to and monitoring the management and operations of the high-performance programs and endorse the specific initiatives of the high-performance programs of each discipline.
- 28.3. Give consideration and make proposals to develop cycling as a strong school sports code, working in close collaboration with School Cycling South Africa.
- 28.4. Foster collaboration with other sporting organizations, government agencies, and sponsors to leverage resources and expertise. This can include partnerships with universities, sports institutes, and private sponsors to provide additional funding and support.
- 28.5. Ensure strong governance structures and adequate infrastructure to support high performance programs. This includes establishing clear policies and procedures, providing facilities and equipment, and developing a strong pathway for athlete development.

## 29. High Performance Forums

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**The HP Forums shall be composed as follows:**

- 29.1. Each Discipline Commission should have a person representing their Discipline on High-Performance matters. This person must be a member of Cycling SA.
- 29.2. The representatives from the five main disciplines as well as MTB and BMX sub-disciplines will form a High-Performance Forum (HPF) to provide best in class higher development and performance plans with suggested support for our cyclists to compete at international level.
- 29.3. Representative on this forum should be well advanced and experienced in terms of international coaching with a preference of having obtained a level 2 / 3 internationally recognized Coaching Certification whilst also haven proven success in achieving international results by his / her athletes as a coach or a role player.

**The HP Forum Roles and Responsibilities are to:**

- 29.4. Set direction to CyclingSA's performance through the Aspire Framework by outlining additional measurable benchmarks, time standards and goals as well as proposing plans to achieve these within each of the different disciplines with defined deliverables within a specific time.
- 29.5. Recommend innovative training methods to encourage development from grassroots levels, through higher development to high performance.
- 29.6. Outlining the expectations in terms of technical, tactical and physical standards through the development and progression phases.
- 29.7. Utilizing the Talent Identification and Development program to identify and develop young and talented cyclists.
- 29.8. Implement talent identification camps, and training programs for young cyclists (this could be regional or provincial level).
- 29.9. Where possible, provide Coaching and Technical Expertise either directly to an athlete or to other coaches to transfer expertise.
- 29.10. If possible, include utilizing data analytics, biomechanics, and physiological testing to optimize training programs and provide personalized feedback to athletes.
- 29.11. Monitor athlete well-being and performance through testing, health assessments, and psychological support.
- 29.12. Engage in international collaboration and exchange programs with other national cycling federations. This allows for learning and sharing of best practices, as well as exposure to different training and competition environments.