

Responses to NTP and AAP Questions December 23, 2018

The HPWG received the following questions regarding the 2018-2019 National Training Program – Posted September 20 (NTP) and the 2019-2020 AAP Criteria – posted September 20 (AAP). Please find the question, HPWG response, and any changes being made to the documents below. **A revised NTP and AAP document are now posted on the Biathlon Canada website.

1) To move from a C1 card to SR card, would being a spare for WCH count?

Reference: Document 2019-2020 Athlete Assistance Program Selection Criteria, Page 5.

“Athletes qualifying for Senior National Carding criteria for the first time are eligible to be nominated for a C1 card. This card level is funded at the Development Card level, except in the following circumstance: the athlete has competed in the 2019 World Senior Championships prior to meeting Senior National criteria for the first time, in which case the athlete will be funded at the SR level.”

HPWG Response: The athlete must have competed in a race at the World Championships. This would include an athlete who is disqualified and an athlete who “does not finish”. Athletes who are on a start list but did not start (DNS) would not be considered to have “competed in a race”. Changes to the document (in red):

Changes to the AAP: Wording has been added to the clause above to clarify. “...the athlete has competed (**participated and is considered in the Field Size in at least one race**) at the World Senior Championships prior to meeting Senior National criteria for the first time, in which case the athlete will be funded at the SR level.”

2) Regarding IBU Cup Tour 2 and Tour 3 Selection, 1st Selection. What does “IBU Points” refer to? IBU Cup Points or IBU Qualifying points?

Reference: 2018-2019 National Team Program, Season Plan, IBU Tour 2 and IBU Tour 3 (page 9 and 10).

HPWG Response: “IBU Points” refers to IBU Cup Discipline Points as per the IBU Event and Competition Rules 16.4.1, 2018.

Change to the NTP: “IBU Points” has been removed and replaced with “IBU Cup Discipline Points”.

3) If the HPWG decides not to fill a position based on the Discretionary Selection point referenced below, if an athlete is willing to pay to make up for any/all costs would they be able to compete?

“The HPWG may choose not to fill an available tour position based on Biathlon Canada budget considerations and overall long-term athlete development strategy”.

Reference: 2018-2019 National Team Training Program, Discretionary Selection, Page 3.

HPWG Response: The HPWG would consider this on a case-by-case basis as the situation arises.

Change to the NTP: None.

4) If an athlete is selected for IBU Cup Tour 2 but does not attend, would they still be pre-selected for WYJCH?

Reference: NTP page 12, JWCH section.

HPWG Response: Yes. Any Junior athlete who is selected for World Cup Tour 2 or IBU Cup Tour 2 would be pre-selected for WJCH. The athlete does not need to attend and participate in this tour in order to be pre-selected for WJCH.

Change to document: None. The above response will stand.

Change to the NTP: None.

5) Will the HPWG consider results from the JR. IBU Tours when making IBU Cup and World Cup tour selections?

HPWG response: One of the roles of the HPWG is to track the results and performance of Canadian biathletes competing internationally and at NORAMs. Therefore, results from Jr. IBU tours will be considered. To note: there is no formal mechanism for an athlete on a Jr. IBU Tour to join a senior international tour (IBU Cup or World Cup) therefore, the HPWG would need to make a discretionary selection for an athlete racing at a Junior IBU Cup to be selected for a senior international tour. As per the NTP "Transfer Between Tours" section, this movement from Jr. IBU Cup Tour to senior international tour could **not** happen in the middle of a tour.

Change to the NTP: None.

6) Will athletes be able to attend IBU Cup 8 (Martell) as an athlete-led event?

Reference: NTP Page 10.

HPWG Response: As per the NTP, the HPWG will accept proposals for an athlete-initiated and athlete-led competition for IBU Cup 8. Eligible athletes will be those athletes participating in IBU Cup Tour 3.

Athletes must submit a proposal to the HPWG by 11:59 PM (MT) on February 15, 2019 so that the HPWG can confirm Canada's participation in the competition by February 28, 2019. The proposal must include:

- A detailed itinerary
- Coach CV: the coach must have a Comp Dev certification (or equivalent), experience coaching at the international level, and a clear background check.
- Flight options
- Accommodation options with confirmation that vacancy will not be an issue
- Wax plan
- Rifle permit plan
- Budget and payment plan
- Ground transportation plan
- Etc.

As a reminder, all costs will be at the athlete's expense.

Change to the NTP: The information above has been included on page 10.

7) My understanding is that Canada can send up to 6 male and 6 female athletes to OECH (IBU Cup Tour 3). Could some athletes attend only OECH? How could I qualify for the 5th and 6th positions?

HPWG Response: This will be reviewed on a case by case basis.

Change to the NTP: None.

8) When will the Squads and Teams document be released?

HPWG Response: The Squads and Teams document is a brief that outlines the criteria for being selected to a Biathlon Canada team that trains together during the off-season (starting May 1) e.g. Senior National Team.

This document will be released prior to the start of Trimester 2.

Change to the NTP: None.

9) Trials were very competitive this season, can we expect that there will be athlete movement between the World Cup and IBU Cup tour 1 teams after Pokljuka / Idre?

HPWG Response: As per the NTP "Transfer Between Tours" section on page 6, athlete movement can happen at any time. To manage expectations, the HPWG would consider athlete movement after Pokljuka/Idre as a result of exceptional circumstances (e.g. illness, injury, multiple podium performances on IBU Cup 1 etc.). Movement is more likely after World Cup 2/IBU Cup 2. The HPWG will be looking for **consistency** in performance across World Cup 1 and 2 and IBU Cup 1 (for those athletes attending), Alpine Cup, and IBU Cup 2.

Change to the NTP: None.

10) HPWG Notice: Please note that an additional component has been added to JIBUC Tour 2.

**NEW: Additional Opportunity: Norwegian Junior National Championships, Trondheim, Norway; March 11 – 18, 2019. Team will return home March 18, 2019.

The team will travel from Sjusjoen to Trondheim on March 11 to live and train with a National Training Group (NTG) & Ski Gymnasium Team. The team will then compete at Norwegian Junior National Biathlon Championships (March 15-17, 2019). Athletes must be born in 1997-2002 to be eligible. Athletes born in 2003 are eligible to compete at Junior IBU Tour #2 but are not eligible for this additional opportunity due to ineligibility to race at Norwegian Junior Nationals. 2003 birth years and any other athletes on JIBU Tour #2 who wish to return home after JOECH will be transported to Oslo for their flight home. Cost for the extra week in Trondheim is yet to be determined but will be communicated well in advance of Jr. IBU Tour 2. This fee will be in addition to the Junior IBU Tour #2 fee.

Change to the NTP: The NTP now includes this information under JIBUC Tour 2.

11) The High Performance Director is referenced as being a member of the High Performance Working Group. Who is this individual?

HPWG Response: Biathlon Canada will not have a full-time HPD for the 2018-2019 Season. Therefore, the HPWG will be made up of Heather Ambery (General Manager) and Lyle McLeod

(Biathlon Canada President). Coaches on tour will act as advisors to the HPWG and will be involved in HPWG meetings but will not be the final decision makers.

Changes to the NTP and AAP: Any reference to the HPD in the AAP and NTP documents has been removed for the 2018-2019 season.

12) What is the High Performance Working Group (HPWG)'s process for athlete movement decisions for this season? Who is involved in decisions and how will decisions be communicated?

HPWG Response: The HPWG is composed of Biathlon Canada General Manager (Heather Ambery) and a Biathlon Canada Board Representative (Lyle McLeod). The individuals listed above are responsible for making final decisions on athlete movement and for formally communicating with the athletes and effected teams.

Who is involved in the decision-making process: **Decisions are made by the General Manager and Board Representative (Lyle McLeod).** Decisions will be informed by advisors to the HPWG. The HPWG may decide who to contact depending on the decision being made and the individuals involved in the decision.

- Potential advisors (this list is non-exhaustive): Biathlon Canada National Team Coaches, Tour Coaches, Long Term Athlete Development Director, Athlete and Coach Development Manager, Club coaches, athlete representatives etc.

NOTE: The HPWG reserves the right to contact whomever necessary in order to make the best decision.

Communication process: The process to communicate athlete movement is as follows:

1. HPWG meets as required and athlete transfer decisions are made.
2. HPWG sends speaking points to the Tour Coach.
3. Tour coach meets with the impacted athlete(s) and delivers the speaking points.
 - a. If the athlete has any questions about the decision, they will be directed to the HPWG.
4. HPWG will follow up with the impacted athlete with an email communication that reflects the speaking points delivered by the coach. Please see Annex 1 for an example of how decisions will be communicated to impacted athletes.
5. The HPWG will email a summary of the decision made to all athletes, coaches, and techs on tour to ensure a unified message is sent. Please see Annex 2 for an example of how decisions will be communicated to the impacted teams.

IMPORTANT NOTE: This communication process is fluid (i.e. not set in stone) and will likely be changed, adjusted, and improved throughout the season. Athlete feedback on the process itself should be directed to Athlete Reps, Scott Gow and Megan Bankes or to the HPWG directly.

Change to the NTP: None.

Annex 1 – Example of HPWG Communication to athlete.
 Example 1: Athlete moving from IBU Cup Tour 1 to World Cup Tour 1.

To:	<i>Example 1 Athlete Name</i> , IBU Cup Tour 1 Athlete
From:	Heather Ambery, HPWG member
Subject:	Athlete Transfer – World Cup 3
CC'ed	Lyle McLeod, HPWG member + Tour Head Coach, Jeff Lodge (for the sake of this example)
Message:	<p>Dear _____, [CONTEXT ON CURRENT RESULTS]: congratulations on a great week of racing at IBU Cup 2.</p> <p>As Jeff Lodge would have communicated with you, you have been selected to compete at World Cup 3.</p> <p>Discretionary Selection factors used in this decision: [Include any discretionary selection principles listed on page 3 of the NTP] <i>For example:</i> Based on:</p> <ul style="list-style-type: none"> - Recent improvements in performance parameters, such as shooting performance or ski speed, and - Current results <p>...the HPWG would like to offer you a position on World Cup 3.</p> <p>Logistics: Your coach will communicate transportation logistics with you.</p> <p>Tour Fees: Fees will be credited on a pro rata basis. At the completion of the tour, Biathlon Canada will communicate the adjusted balance owing.</p> <p>FYI: An email will be sent to all members (athletes, coaches, wax techs) of the IBU Cup and World Cup teams.</p> <p>Best regards, Heather Ambery</p>

Example 2: Athlete moving from World Cup Tour 1 to IBU Cup Tour 1

To:	<i>Example 2 Athlete Name</i> , World Cup Tour 1 Athlete
From:	Heather Ambery, HPWG member
Subject:	Athlete Transfer – IBU Cup 3
CC'ed	Lyle McLeod, HPWG member + Tour Head Coach, Matthias Ahrens (for the sake of this example), Tour Assistant Coach, Pavel Lantsov
Message:	<p>Dear _____,</p> <p>As Matthias/Pavel would have communicated with you, you will be transferred to the IBU Cup to compete at IBU Cup 3.</p> <p>Discretionary Selection factors used in this decision: [Include any discretionary selection principles listed on page 3 of the NTP] <i>For example:</i> Based on:</p> <ul style="list-style-type: none"> - Recent decline in performance parameters, such as shooting performance or ski speed; - Current results; and - Ability to contribute to a relay performance <p>...the HPWG has decided to transfer you to compete at IBU Cup 3.</p> <p>Logistics: Your coach will communicate transportation logistics with you.</p> <p>Tour Fees: Fees will be charged on a pro rata basis. At the completion of the tour, Biathlon Canada will communicate your balance owing.</p> <p>FYI: An email will be sent to all members (athletes, coaches, wax techs) of the IBU Cup and World Cup teams.</p> <p>Best regards, Heather Ambery</p>

ANNEX 2 – Example of HPWG Communication to Team

To:	<i>IBU Cup Tour 1 athletes, coaches, techs; World Cup Tour 1 athletes, coaches, techs.</i>
From:	Heather Ambery, HPWG member
Subject:	Athlete Transfer – Cup 3
CC'ed	Lyle McLeod, HPWG member
Message:	<p>Hello all,</p> <p>Please take note of the following transfer: Athlete _____ will compete at World Cup 3. Athlete _____ will compete at IBU Cup 3.</p> <p>Discretionary Selection factors used in this decision: [Include any discretionary selection listed in the communication to impacted athletes WITHOUT describing which factor is linked to which athlete]</p> <p><i>For example:</i> Based on the factors below, athlete transfers have been made.</p> <ul style="list-style-type: none"> - Recent improvements/decline in performance parameters, such as shooting performance or ski speed, and on your - Current results - Ability to contribute to a relay performance <p>Best regards, Heather Ambery</p>