

2025-26 Triathlon Ontario Provincial Development Program

Vision Statement

To be a World Leader in Triathlon Development at all levels.

Unite – Motivate – Perform

Mission Statement

Deliver national and world leading programs and services for Triathlon outcomes today and tomorrow. Committed to a multifaceted approach involving:

1. Providing excellent athlete and coaching resources
2. Developing sustainable funding partnerships
3. Being recognized as innovative and collaborative leaders
4. Enhancing training environments with specialized support and resources

Overview

The Triathlon Ontario Provincial Development Program (“PDP”) consists of four main areas. The overriding objective of the PDP is to support and prepare athletes and coaches for long term success in draft legal racing at the national and international levels.

The four areas the PDP focusses on are as follows:

- 1) Racing Environment
- 2) Coach Education and Development
- 3) Training Environment
- 4) Education and Event Support.

Racing Environment

Having a provincial series available for all demographics within the development pathway is critical for the development of tactical, technical and emotional skill sets necessary to be competitive in national and international racing. Ontario is one of only two Provinces that has developed a provincial racing program for development pathway athletes from 12 to 23+. The ability to experience draft legal racing early and in “your own back yard” cannot be overstated.

Supporting Partners:

The PDP oversees the running of and operations of the following relevant provincial competitions: Youth Cup Series, Junior Cup Series, Elite/U23 Series, Ontario Summer Games, Youth Club Championships, Draft Legal Provincial Championships and, if applicable, Canada Summer Games.

Table 1: Cup Series Membership Participation

Year	Total 12-23		% of Members in Cup Series	Total Members	12-23 Members as a % of Total Members
	Members	Cup Series			
2016	366	155	42%	4,338	8%
2017	401	181	45%	4,241	9%
2018	392	149	38%	4,099	10%
2019	393	164	42%	4,365	9%
2020	250	N/A	N/A	2,746	9%
2021	283	N/A	N/A	2,108	13%
2022	242	90	37%	2,829	9%
2023	238	93	39%	2,923	8%
2024	245	105	43%	2,805	9%
2025	235	99	42%	2,402	10%

When evaluating the Cup Series program, Table 1 shows certain trends within the province. These trends are consistent with other provinces across the country. Pre-Covid, participation in the Series was at an all time high and this is directly related to the number of members in that demographic. Post-Covid, the Series participation has significantly decreased, as has that specific demographic. A similar trend can be seen when looking at Ontario Summer Games participation, which is 15-16 year olds in the draft legal pathway. Table 2 shows the same participation trend. The conclusion is, to deepen the fields and increase quality, a focus needs to be placed on growing the youth, junior, and U23 participation demographics.

Table 2: Ontario Summer Games Participation

Year	Spots Claimed		Total
	Male	Female	
2024	10	18	28
2022	9	14	23
2022	7	7	14
2019	24	24	48
2017	24	24	48
2015	24	24	48

2022 offered 17-18 year olds participation from the previous cancelled year

Supporting Partners:

When comparing youth participation in races across the province in 2025 versus 2024, Triathlon Ontario saw a relatively flat year-over-year growth rate. The post-COVID trend is pointing towards a slight recovery and small growth in participation in the 12-23-year-old demographic. Add to this, in 2025 two new draft legal races were created in the province, one in the Ottawa area and one in the London area. The depth of draft legal races available in the province adds to the sport infrastructure, providing additional local and affordable opportunities for development athletes to hone their skills.

Coach Education and Development

The PDP actively supports and promotes the pursuit of professional certification and education through the National Coaching Certification Program (NCCP). This is done by overseeing the execution and certification of the program in the province. Two main areas of support are assisting with accessing financial support through the Coaching Association of Ontario and working with individual coaches to offer mentoring and other professional development opportunities where possible.

In the 2024/25 PDP year, Triathlon Ontario made significant progress in the coach education and qualification process. One of the primary goals of the Coach Education and Development pillar is to increase the number of Competition Certification coaches in the province. Some of the milestones included

- Two additional development coaches achieved Competition Certification
- Seven coaches completed their portfolio stage evaluations
- Ten coaches took various modules within the Competition Certification and progressed along the Competition Certification pathway

Triathlon Ontario was able to financially support all 10 of the coaches listed above to the tune of \$15,500 by accessing grants from the Coaching Association of Ontario. As a result, Triathlon Ontario was able to remove the majority of the financial costs for those coaches that had a desire to increase their skill sets, grow and develop and achieve certification status.

Triathlon Ontario continues to develop the coaching develop infrastructure by growing the pool of Learning Facilitators and Evaluators. In 2025, Triathlon Ontario added the following:

- Two “Trained” Learning Facilitators
- Two “In-training” Learning Facilitators
- One “Trained” Coach Evaluator
- One “In-training” Coach Evaluator

In 2025, Triathlon Ontario was also able to fund the cost of a coach’s Advanced Coaching Diploma (\$2,500), which is administered by the Canadian Sport Institute Ontario.

In the summer of 2025, Triathlon Canada offered a professional development opportunity to coaches on the Competition Certification pathway in Magog, Quebec. Five coaches attended and

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Triathlon Ontario offered stipends to the coaches that covered the cost of the weekend that wasn't already supported by Triathlon Canada.

Training Environment

There are two primary areas where the PDP works to improve and enhance athlete's daily training environments.

1) **Club Support** – The PDP has access to resources and services that not all current clubs do. It runs targeted, specific training and education opportunities that are open to any athlete and coach in the province to participate in, at little to no financial cost. These opportunities include access to nutritional and mental strength seminars, experts in specific fields like swimming or running during camps or clinics, and track certifications. The PDP also provides training camps and training days throughout the province that provide opportunities for athletes to train together in larger groups and be exposed to coaches with international coaching experience in multisport and single sport arenas.

2) **Team Ontario** – Team Ontario is a full-service training program run by the province according to national and provincial training and development standards. Team Ontario operates within the PDP to bring internationally experienced triathlon coaching to athletes and to coaches mentoring with the program across the province. Team Ontario provides a daily performance environment for athletes training out of its centres, in addition to providing programming support for athletes who do not have youth triathlon infrastructure in their communities. The coaching staff is NCCP Competition Stream certified and provides planning, organization and assessment of the camps and clinics operated through the PDP. These programs are based on the sport's best practices and are operated with the support of our sport science partners.

2024/25 Programming

Seminars

During the 2024/25 PDP programming season, Triathlon Ontario offered a total of seven free online seminars for all athletes, coaches and parents. The seminars consisted of three nutrition, two exercise physiology, one sport psychology, and one with British Triathlon swim coach Russ Barber. Each seminar was hosted by a recognized expert in their fields. The seminars were free and online, as a means to remove any barrier to participation, whether that be geographic or financial. The purpose of the seminars is to provide access to sport science support to all athletes and programs across the province. Due to cost, lack of knowledge or access to expertise, the majority of programs in the province do not offer sport science support.

Training Days

From October 2024 to May 2025, Triathlon Ontario offered six Provincial Training Days. The Training Days offered technical swim and run sessions, supported by an educational seminar hosted by the Canadian Sport Institute Ontario through the Project Sport Initiative. Triathlon Ontario subsidized the cost of the Training Days and was able to offer the days for a menial \$20 to once again minimize the barriers of participation to athlete. The days were held at the world

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class facility, the Toronto Pan Am Sports Centre and offered athletes from around the province an opportunity to come together, train with Team Ontario athletes and receive Provincial level coaching and learn provincial development philosophies.

Swim Video Analysis

Triathlon Ontario hosted a video swim analysis session with swim bio-mechanist specialist Amber Hutchinson. The program included an in-pool video analysis, classroom discussion on swim stroke and body position and an in-pool corrective swim session. Each athlete was provided an Individual Performance Plan (IPP) based on their video analysis that included corrective drills and swim set suggestions to support triathlon specific swim efficiency and performance.

Training Camps

Triathlon Ontario offered two camps during the 24/25 PDP season. The first was a three-day holiday swim camp in Ottawa in December. The camp included a technical swim session, a speed session, 200m and 400m Time Trials, valid for Triathlon Canada's ratified times process, and a camp swim meet.

The second camp was a two-week camp in British Columbia that was anchored by a national Development Series race and a Continental Cup race in the province. The camp was subsidized by 94Forward and was attended by athletes from BC, Alberta and Saskatchewan.

National Camps

Triathlon Canada offered a 10-day National Development camp in Magog in July, which was by invitation only based on nominations by Triathlon Ontario. Triathlon Ontario nominated nine athletes to the camp that had expressed an interest in attending.

Education and Event Support

Understanding and navigating the performance pathway can be a confusing and challenging process. Through the PDP, the Provincial Coach works with Triathlon Canada's High Performance program to ensure that information on Triathlon Canada policies and processes are directed to athletes and coaches who are not familiar with them. The Provincial Coach also brings years of international competition knowledge to share with athletes and coaches who can adjust training to meet the demands of international racing. Under the PDP section of the website, we provide a number of tools, manuals and videos that are accessible to anyone. The resources developed by the Provincial Coach are used by athletes and coaches, not just in Ontario, but across the country.

The PDP is involved in several other areas that help support athletes, parents and coaches. These areas include:

- Developing resource materials and a resources library located on the website accessible to anyone in the province.
- Overseeing and standardizing the draft legal certification process

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- Providing direction and support to help understand the Triathlon Canada's policies such as the tricanreg.ca system, and athlete information and tracking.
- Guiding athletes on international racing accreditation, including the International Competition Card and Pre-Participation Exam which are both required by World Triathlon and Triathlon Canada to race outside Canada.
- Allocating provincial grant/funding, if available.

The PDP is built on an Athlete Development Matrix (ADM) based on analysis of the sport of triathlon along the full development pathway. We have worked with our partners to develop and implement a system that provides athletes with an understanding of the demands of the sport, from community level to international level competition. The ADM has been completed and will be published in November 2025 for all to use and incorporate into their daily training environments.

Since 2014, Triathlon Ontario's Provincial Coach has worked closely with Triathlon Canada in many ways to ensure that Ontario athletes and Triathlon Ontario's mandate is heard at the national level. The Provincial Coach also sits on Triathlon Canada committees that are developing training and assessment policies for national programs and athlete development. Currently he is leading the development of an Athlete Skills Matrix for Triathlon Canada's updated Long Term Athlete Development Model. As one of only a few Master Coach Developers in the country, he has certified numerous Provincial Coaches through the National Coaching Certification Program.

Since 2009, Triathlon Ontario's Provincial Coach has had over 25 international coaching assignments through Triathlon Canada and the Barbados Federation of Island Triathletes (BFIT) including World Championships, Pan AM Games and Regional Championships, World Cups and WTCS events. This experience has provided an exceptional understanding of the how the sport has evolved and how the technical, tactical and physical demands of the sport at the top levels of the sport do not always align with our provincial level competition. It is this insight that guides the program's structure and delivery.

Triathlon has become a global sport, and athletes need to be prepared to travel to different parts of the world and to execute in one-to-two-hour events. Successful athletes need to be problem solvers and independent learners and must be able to make informed choices in training, as well as in life. For over 20 years, Triathlon Ontario's Provincial Coach has specialized in developing Youth/Junior and U23 programs with a single focus on the draft legal pathway, working with athletes who have stood on the podium at Provincial and National Championships, World Cups and World Championships.

Triathlon Ontario programs abide by all Safe Sport policies and procedures. Our PDP program partners only with established, licenced and certified professionals, organizations and businesses that are reputable and respected within the sporting community. The program takes a holistic approach to athlete development and stresses sport/life balance, developing positive support

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networks and long term goal setting. Triathlon Ontario's PDP program is based on best practices in the sport of triathlon and has one of the countries best sport retention and success records.

Drafting Certification Process

Triathlon Ontario offered five draft certification opportunities in 2025, each in different locations in the province. All opportunities were free of charge, again to reduce costs to athletes, parents and coaches. Five coaches have gone through the process to be able to certify athletes on their own and be recognized by Triathlon Ontario.

Funding and Event Support

Triathlon Ontario has access to two primary funding opportunities to support athletes and programming financially. Those opportunities include private sponsorship and government grants.

Private Sponsorship – Triathlon Ontario is the only Canadian governing body, including Triathlon Canada, to have secured cash sponsorship for development pathway programming. What was originally a three-year funding agreement with Raymond James, Triathlon Ontario has been able to extend the agreement for a total of eight years as of 2025, each year providing a modest \$3,500 to go towards PDP programming. Private funding is extremely rare and difficult to obtain in the sport of triathlon given the lack of exposure, high profile athletes or sustained international results.

Government Grants – As a provincial governing body, Triathlon Ontario only has the ability to apply for provincial funding opportunities. There are only two government related programs Triathlon Ontario is eligible to apply for, Quest for Gold and the Project Sport Initiative.

- Quest for Gold – Previous to 2020, the Quest for Gold program was a carded athlete program that offered up to eight funding cards to triathlon. The number of cards assigned to each sport is determined by the province and no sport has the ability to increase or change the amount of cards or funding. Originally, each funding card was worth \$5,000. If less than eight athletes were able to meet the criteria, the funding for each card not used was lost. Towards the end of the pre-Covid 10-year period, while the standards had not changed, the number of athletes earning a card each year decreased to the point of only five athletes in 2020 being able to meet the standards to receive funding. During Covid, the program was suspended, and the government re-evaluated the success of the program. Using the metric of whether a provincially funded athlete was able to move up to national funding within a three-year period, the government found that just 15% of athletes across all sports were successful (triathlon had 17% over the evaluated period). When restarting the program in 2022, the structure was changed to give each sport the discretion on how best to spend the funding. Triathlon elects to use a hybrid model of offering funding support to athletes using an objective matrix that supports athletes at

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events who are racing the appropriate levels and funding training opportunities at no or nominal cost to development athletes. Over the past 10 years, the government has been consistently reducing the amount of funding available from \$40,000 to \$29,000 as of 2025.

- Project Sport Initiative – Triathlon Ontario was one of only two sports successful in obtaining funding from the Canadian Sport Institute Ontario through the Project Sport Initiative in 2023 and again in 2024. The grant represents \$10,000 split evenly between para and able-bodied programming. The funds must be used towards specific programming and cannot be used for direct financial support to athletes. Triathlon Ontario’s programming has been determined to have outgrown the program initiative as of 2025 and is no longer eligible for the program.
- Ontario High Performance Sport Initiative – Triathlon Ontario has applied to once again become an Ontario High Performance Sport Initiative (OHPSI) recognized sport. The OHPSI program was designed in 2010 to support a comprehensive provincial high performance sport system that allows for sustained success of athletes and coaches at the very highest levels of international sport. A key OHPSI objective is supporting Ontario athletes on targeted summer and winter Olympic and Paralympic Sports, who are capable of achieving future international success on senior national teams at the winter and summer Olympic/Paralympic Games and Pan/Parapan Am Games.

2025 Event Funding Support Matrix

The following direct financial support is available to any Junior, U23 or Elite athlete that earns the specified results.

Worlds – Top 15 \$1,000, Selection \$500

World Cups – Top 15 \$750, Selection \$300

Continental Championships – Top 10 \$650, Selection/Participation \$300

Continental Cups – Top 5 \$500

Junior Pan Am Games – Top 10 \$500, Selection \$300

National Development Series Final Standings – Top 10 \$300

Nationals – Top 3 in either Junior or U23 Categories or Overall if a Senior \$250

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In 2025, Triathlon Ontario paid out \$12,000 to 10 athletes that qualified for various levels of event support funding through the above matrix. Additionally, Triathlon Ontario provided \$2,400 in financial support to 10 athletes through the purchase of race suits for international competitions.

Key Performance Indicators

Key Performance Indicators (KPIs) serve as a way to measure progress and the achievement of the objectives of the PDP. Below is a summary of the KPIs for 2024/25 PDP period.

Racing Environment

KPI	Result
Increase Cup Series participation by 3% from previous year	Not Achieved – 5% drop in participation year over year
Add one additional draft legal race in 2025	Achieved – Two new races added to the Series
Five Ontario athletes finish in top 10 of the National Development Series	Achieved – Seven Ontario athletes finished in the top 10
One Ontario race featured in National Development Series	Achieved – Provincial Championships
Two Ontario athletes on Nationals podium	Achieved - Three Ontario athletes on a Nationals Podium
Two Ontario athletes qualify for 2025 World Championships	Achieved – One competed and one declined to focus on World Cups

Coach Education and Development

KPI	Result
Add two development coaches to the pool of Ontario Competition Certified coaches	Achieved – two coaches reached certification status
Financially support each development coach's advancement along the certification pathway	Achieved – supported 10 coaches by accessing \$15,500 of funding grants
Progress seven development coaches along the Competition Certification pathway	Achieved - Ten coaches took various modules within the Competition Certification and progressed along the Competition Certification pathway
Offer professional development and mentoring opportunities at each Training Day and Provincial Camp	Achieved – coaches were welcome to participate and attend each session. Four coaches took advantage of at least one opportunity

Training Environment

KPI	Result
Offer at least 5 online seminars open to all athletes, coaches and parents	Achieved - Seven seminars were offered including three nutrition, two exercise

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	physiology, one sport psychology, and one with British Triathlon swim coach Russ Barber.
Offer one swim video analysis clinic	Achieved - hosted one video swim analysis session with swim bio-mechanist specialist Amber Hutchinson
Offer one training camp	Achieved – two training camps were offered. The first was a three-day holiday swim camp in Ottawa in December. The second camp was a two-week camp in British Columbia that was anchored by a national Development Series race and a Continental Cup race in the province.
Support one National Development Camp	Achieved – Nominated nine Ontario athletes to a 10-day National Development Training Camp in Magog

Education and Event Support

KPI	Result
Develop and Publish Athlete Development Matrix	Achieved – Document published
Run five draft certifications across province	Achieved – Certifications run in London, Milton, Toronto, Peterborough and Ottawa
Develop event support matrix	Achieved – funded 10 athletes with direct funding support

Supporting Partners: