

Ski de fond Canada National Ski Teams (NST-PNST) 2018-19

Team Selection Criteria

Table of Contents

SECTION 1: General Information	2
1.0 Objectives, Selection Policy, Decision Making Authority for Team Selections.....	2
2.0 Definitions Relevant to Understanding Criteria Procedures.....	2
3.0 Selection Guidelines and Procedures: Athlete Eligibility, Ranking and Applying Selection Standards, International Performance Benchmarks, Appeal Process, Objective & Subjective Evaluations, Curtailment of Training for Health-related Reasons.....	3
SECTION 2: World Cup A and B Teams	5
4.0 Purpose, Objectives, Criteria Guidelines, Selection Events, NST Support	5
5.0 World Cup A-Team Selection Process	5
6.0 World Cup B-Team Selection Process	6
SECTION 3: U25 Team (YOB 1993 and after)	7
7.0 Purpose, Objectives, Criteria Guidelines and Selection Events, NST Support.....	7
8.0 Selection Process and Priorities	7
SECTION 4: Junior Team	8
9.0 Purpose, Objectives, Ranking Lists, Team Size & Composition, Eligibility Standards, NST Support	8
10.0 Selection Process	8
SECTION 5: National Team Development Centres and National Development Centres	9
11.0 Purpose, Objectives, Criteria Guidelines, Application Process & Training Centre information.....	9
12.0 Selection Process: Ranking lists, Standards, Priorities.....	10
SECTION 6: Para-Nordic National Ski Team (PNST)	11
13.0 Purpose, Objectives, Criteria Guidelines, Selection Events, PNST Support	11
14.0 Selection Process	12
Appendix A – International Performance Benchmarks (IPBs)	13
Appendix B – Talent Identification, Dev.& Retention Framework for NTDC Selections	13
Appendix C – NTDC Athlete Quotas, Selection Principles, Guidelines & Nomination Process	15

SECTION 1: General Information

1.0 Objectives, Selection Policy, Decision Making Authority for Team Selections, Appeal Process.

1. The objective of this document is to describe the policies and procedures that will be used by the CCC in selecting athletes for 2018-19 NST programs: Senior and Junior Teams.
2. This document is published under the authority of the High Performance Committee (HPC). It is consistent with CCC Document 2.1.3 NST-PNST Policy and Procedures for Team Selection, Nomination and Announcement:
<http://www.cccski.com/getmedia/79139ddb-7278-468b-a2da-0dd845ed29f1/213NSTSelectionPolicy-April-2012.pdf.aspx>

3. Selection Authority for Team Selections.

The NST High Performance Director is responsible for applying the selection criteria and will make the final selection decisions based on High Performance Committee (HPC) consensus.

4. Appeal Process.

Selection decisions may be appealed under the CCC Dispute Resolution and Appeals Policy. Where time is critical (e.g., in the event of an imminent departure for a trip), the Summary Dispute Resolution Process may be employed. Reference:

<http://www.cccski.com/getmedia/46ea9b4e-68e6-4271-8f9d-568f9c105cbd/17DisputeResolutionandAppealPolicy.pdf.aspx>

2.0 Definitions Relevant to Understanding Criteria Procedures

1. Distance Races - for these selection criteria, all races that are longer than 1.8km shall be designated as a Distance Event. This could be individual start, mass start, skiathlon competitions with or without a break. An athlete selected or identified in a distance race shall be referred to as a distance athlete.
2. Sprint Races - for these selection criteria, all races that are shorter than or equal to 1.8 km and are designated individual sprints or team sprints shall be designated as a Sprint Event. An athlete selected or identified in a sprint event shall be referred to as a sprint athlete. All references to sprint results in this criteria are referenced as final results unless otherwise noted.

Tier One Selection Events – a categorization of races used for team selection and trip standards which is limited to domestic and international FIS sanctioned races that count towards the FIS points list. This categorization is intended to incorporate equitable depth of field races used for team selection. It is also intended to reduce the need for athletes

to have to perform at peak capacity at all times during the season, both from a LTAD perspective and as a means to ease the financial burden on athletes.

As FIS sanctioned races are usually limited to open classes, distinct junior men and women races not included in open category races at NorAm events and National Championships will be included as part of the CPL selection points calculation. To optimize comparison of junior and senior athlete results, these results will also be given Tier One categorization.

3. As FIS sanctioned races are usually limited to open classes, distinct junior men and women races not included in open category races at NorAm events and junior age category races at National Championships will be included as part of the CPL selection points calculation.

3.0 Selection Guidelines and Procedures: Athlete Eligibility, Ranking and Applying Selection Standards, International Performance Benchmarks, Criteria Guidelines, Curtailment of Training for Health-Related Reasons

1. Athlete eligibility: Only those CCC members in good standing who have a valid Canadian passport, a valid FIS license and who meet CPL minimum eligibility standards will be considered.
2. Ranking and applying selection standards for able-bodied skiers: This is determined primarily by the Canadian Points List (CPL - international points). An athlete must purchase a CCC racing licence in order to be eligible for CPL points, and must purchase both a CCC licence and a FIS licence to be eligible for FIS points. Follow <http://www.cccski.com/Events/Points.aspx> to become familiar with the current version of the CPL.
3. The only races considered for selection rankings and standards are Tier One Selection Events (refer to 2.3 which defines Tier One Selection Events).
4. The final 2017-18 NST selection points lists, distance and sprint consist of an athlete's best 4 distance races and the sprint CPL points of an athlete's best 3 sprint races considering Tier One Level Selection Events only.
5. International Performance Benchmarks (IPB): IPBs represent the expected levels of performance and progressions on a yearly basis (aligned with CCC's long term high performance goals) from athletes qualifying for NST trips and teams. There are specific IPBs for males and females, in distance and sprint. An athlete's points on the final 2017-18 NST selection points lists or single best points based on Tier One Selection Events achieved during the previous 12 months will be compared to the IPBs for the athlete's age. This measurement is used as an indicator of an athlete's general progression from year to year and can be used as a guideline for comparison with other athletes. Refer to Appendix A for more details.

6. Criteria Guidelines: Selections will be based on a combination of objective and subjective criteria guidelines.
 - a) Objective selections shall be based on the results achieved by athletes in Tier One Selection Events scored on the CPL points list or other indicated race scoring methods, World Cup competitions held during the 2016-17 and 2017-18 seasons, WJC and WU23 held during the 2016-17 and 2017-18 seasons, NorAm and Canadian National Championship competitions held in the 2016-17 and 2017-18 seasons. To maintain equity and fairness in this selection process, the HPC reserves the right to exclude, or to count only partially, the results of any selection events with a weak depth of field.
 - b) Subjective selections, if any, may be based on a variety of factors, including (but not limited to) the following:
 - i. Outstanding competition results (including results achieved outside of the selection period) defined by achieving IPBs per YOB and podium pathway benchmarks;
 - ii. Completion of individual performance benchmarks and IPB progression, as set forth by the NST coaching staff and as approved by the HPD, which point toward the achievement of competition results consistent with NST program goals;
 - iii. Attitude and commitment of athletes to take part in the complete NST coaching, IST support, training camp and competition program;
 - iv. Illness or injury during the selection period;
 - v. Physiological indicators accumulated through monitoring and testing;
 - vi. Indication of medal potential in future Olympic, World Cup or World Championship competition, which would be enhanced by selection to the team;
 - vii. Other unanticipated failure of objective criteria to select an athlete likely to achieve competition results consistent with NST World Cup objectives.
7. Curtailment of Training and Competition for Health-related and other reasons: A written request and rationale can be put forward for not having competed in or completed selection races. This rationale must be submitted with relevant data including physician and/or other relevant documentation to the HPD 10 days before the April HPC meeting. Consideration for exemption may include but not be limited to the following:
 - a) An unexpected event beyond the reasonable control of the athlete that crucially affects an athlete's ability to compete (e.g. illness, injury, transportation breakdown)
 - b) Inadequate recovery time from a health-related issue or injury by the time of the selection competition or competition selected to.
8. Other factors which will be considered in the selection process are:
 - a) The CCC strategic Plan

- b) The NST and PNST Operational Plans
- 9. Amendments and Unforeseen Circumstances: In the event of unforeseen circumstances **beyond the control of Cross Country Canada** that prevent the HPC from fairly and objectively implementing these selection procedures, the HPC reserves the right to make changes to this document, which in its discretion are necessary to ensure selection of the best teams possible for the 2018/2019; the HPC shall have the full discretion to resolve the matter through a fair and reasonable process, taking into account factors and circumstances that they deem relevant. Any changes to this document shall be communicated directly to the ski community as soon as possible.

SECTION 2: World Cup A and B Teams

4.0 Purpose, Objectives, Criteria Guidelines, Selection Events, NST Support

1. Purpose: To provide optimal preparation for senior athletes who have demonstrated the following ability:
 - a) A-Team: to compete for podium and top 12 placings in World Cup, World Championships and OWG competitions.
 - b) B-Team: to compete for consistent top-30 World Cup and World Championship results.
2. Objectives:
 - a) Progress toward individual performance markers, set forth by the NST coaches, which point toward international success.
 - b) Preparation for the 2018-19 World Cups and 2019 World Ski Championships.
3. Criteria Guidelines and Selection Events:
 - a) Objective selections shall be based on the results achieved by athletes in the 2017-18 FIS World Cup competitions and 2018 Olympic Winter Games World and the guidelines in 3.6.a.
 - b) Subjective selections will be based on the guidelines in 3.6.b. Past performance and other identifiable international benchmarks may also be considered
 - c) No minimum team size will be established.
 - d) Athletes must be willing to commit to and to participate in the full World Cup Team training camp and race season competition structure.
4. NST Support: Athletes named to these teams will receive world class program support with access to high performance coaching, sport science and sport medicine consultants and technical support. Team status does not guarantee funding from CCC for competitions or for training camps. Support will be prioritized for athletes with proven medal potential for the 2018-19 World Cups and 2019 World Championships.

5.0 World Cup A-Team Selection Process:

The World Cup A-Team will be selected based on the following benchmarks and guidelines:

1. Athletes with the following placings at the 2017-18 World Cup and 2018 OWG events will be selected:
 - a) Sprint – once in the top 6 or twice in the top 12;
 - b) Distance – once in the top 6 or twice in the top 12
 - c) Twice in the top 12 in a combination of one sprint race and one distance race.
 - d) Team sprint and/or relay podiums.
2. Subjective selections will be based on quantifiable data and the guidelines in 3.6.b. Within this context the NST Coaching Team may recommend additional athletes to the HPC for selection to this team. This evaluation of podium potential referenced in 3.6.b will be based on proven international podium success and/or identifiable international performance benchmarks indicative of progression towards potential podium success.

6.0 World Cup B Team Selection Process:

The World Cup B-Team will be selected based on the following benchmarks and guidelines:

1. Athletes with the following placing and/or rankings at the 2017-18 World Cup, or 2018 OWG, or 2017 U23/WJC events may be selected:
 - a) Top-30 ranking in the final 2017-18 World Cup Sprint or Distance ranking list.
 - b) Top 20 WC or OWG result.
 - c) Top 5 OWG relay result.
 - d) Top-3 individual finish at the 2018 Junior World Championships or U-23 World Championships may be recommended.
2. Subjective selections will be based on quantifiable data and the guidelines in 3.6.b. Within this context the NST Coaching Team may recommend additional athletes to the HPC for selection to this team. The evaluation of podium potential referenced in 3.6.b will be based on an assessment of the athlete's potential to score consistent World Cup points and/or other identifiable international performance benchmarks indicative of progression towards potential podium success. Athletes are expected to have met IPB benchmarks (Appendix A) in the 2017-18 season.

SECTION 3: U25 Team (YOB 1994 and after)

7.0 Purpose, Objectives, Criteria Guidelines & Selection Events, NST Support:

1. Purpose: To provide a systematic, flexible and comprehensive training and competition model that fosters the development of athletes who have demonstrated potential to enter the World Cup circuit and transition to the World Cup Team.
2. Objectives:
 - a) Provide appropriate support to athletes who are most likely to improve their relative international performance benchmarks based on individual performance history relative to podium pathway benchmarks.
 - b) The 2018-19 targets for this team will be top 30 World Cup results and/or top 12 (age dependent) U23 World Championships results. Preparation for the 2022 Olympic Winter Games will remain the longer term focus.
3. Criteria Guidelines and Selection Events:
 - a) Objective selections shall be based on the results achieved by athletes in the 2018 U23/Junior World Championship and 2018 OWG.
 - b) Subjective selections will be based on quantifiable data and the guidelines in 3.6.b. Within this context, the HPD may recommend athletes to the HPC for selection to this team. Athletes selected under 8.1.2 are expected to have met one of the points listed in 8.1.a-c in at least once in the previous 2 years (2016-17 or 2017-18). Coaches can forward their recommendations to the HPD; these recommendations must be based on the guidelines referenced in 3.6.b and be submitted to the HPD ten days before the HPC meeting.
 - c) Team size will be dependent on budget and available program support; this will be determined by the HPC in April 2018. Athlete potential for podium success at the 2022 and 2026 OWG will also be considered in defining team size.
 - d) Athletes must be willing to commit to participating in the full U25 camp and race season calendar.
4. NST Support: Athletes named to this team will receive access to high performance coaching, sport science and sport medicine consultants and technical support. Team status does not guarantee funding from CCC for competitions or for training camps.

8. U25 Team Selection Process and Priorities.

1. The U25 Team will be selected based on the following benchmarks and guidelines. All recommendations will be reviewed relative to the purpose, objectives and criteria guidelines (7.1-3).
 - a) Athletes achieving a top 30 distance or top 30 sprint result at a 2017-18 World Cup or 2018 OWG event. An athlete placing in the top 12 distance or the top 12 individual sprint at the 2017 and/or 2018 U23 Championships.

- b) Graduating junior athletes placing in top 12 in a distance event or placing in the top 12 in an individual sprint event at the 2018 WJC may be selected based on an assessment and recommendation of the NTDC coaches in collaboration with the HPD to the HPC. This assessment and recommendation will be based on the relative merit of time behind the winner and FIS points.
2. Subjective selections will be based on 7.3.b.

SECTION 4: Junior Team

9.0 Purpose, Objectives, Ranking Lists, Team Size and Composition, Eligibility Standards, NST Support.

1. Purpose: To provide recognition, additional financial resources and technical support to athletes with demonstrated:
 - a) strong developmental foundations as LTC athletes, to optimize their development potential as they move into the TTC stage, and/or;
 - b) TTC or TTW level performances.
2. Objective: The short-term focus of the Junior Team program is the generation of the Canadian Junior Team for the 2019 World Junior Championships with the aim of achieving top 20 results in distance races and top 12 in the sprint event. The long-term focus is the 2022 and 2026 Olympics.
3. NST Junior Selection – Single ranking list distance and sprint: The final NST selection junior points list will be based on Tier One level races (refer to 2.5). Separate lists will be established for males and females. This list will be a single ranking list that combines the average CPL points of the best 4 distance and best 3 sprint races, such that average distance points will count for 65% of the total points and average sprint points will count for 35% of the total of the selection points list.
4. Team Size and Composition: The minimum team size will be 4 men and 4 women on the condition that there are enough athletes from each gender that have the potential to meet the Junior Team objectives (9.2). The composition of the team will be determined based on athletes with the demonstrated level of performance specified under the Junior Team purpose and objectives (9.1 and 9.2).
5. Eligibility guidelines: International Performance Benchmarks (IPB) will be used as a guideline to evaluate athletes' potential to meet the Junior Team objectives of top 20 World Junior Championship results which are indicative of CCC's long term HP goals. For non-graduating juniors, the corresponding Year of Birth IPB guidelines are referenced in Appendix A.
6. NST Support: Athletes named to this team will receive access to high performance coaching, sport science and sport medicine consultants and technical support. Team status does not guarantee funding from CCC for competitions or for training camps.

10.0 Selection Process.

This team will be selected based on the following order of priorities:

1. Non-graduating junior athletes placing in the top 30 (distance) at the 2018 WJC will be selected.
2. Non-graduating junior athletes placing in the top 20 (sprint) at the 2018 WJC will be selected.
3. The HPC can select up to two athletes on a discretionary basis based on the recommendations of the HPD. This selection would be consistent with the purpose and objectives of the junior team and would consider alternative measures of talent identification that may have been limited by the NST selection ranking list such as graduating junior boys and girls who may not have competed in enough Tier One open competitions.
4. Remaining athletes will be selected based on the ranking lists specified in 9.3.

SECTION 5: National Team Development Centres (NTDCs)

11.0 Purpose, Objectives, Criteria Guidelines, Application Process & Training Centre information.

1. Purpose: NTDCs are a critical delivery point in the HP progression for senior athletes and older junior athletes and are intended to:
 - a) Provide HP services and infrastructure to establish an appropriate environment that will enable selected athletes in the L2C and above stages of LTAD to prepare and/or develop optimally in order to have greater depth (quantity and quality) of athletes who can achieve WC, WSC and OWG qualification standards.
 - b) Maintain a long term focus of producing podium level skiers at the World Cup, WSC and OWG level, realizing that this is a process that takes several years.
2. Objectives:
 - a) Complement, collaborate and assist with the delivery of the NST program.
 - b) Facilitate athletes to achieve the Athlete Performance Criteria in the Cross-Country Ski de Fond Canada Training Centre Plan: Guidelines and Expectations for Supported National Development Centres <http://www.ccski.com/National-Ski-Team/National-Development-Centres.aspx> and qualify for the World Championships of their respective age group.
 - c) Bridge the performance gap between the top international level athletes and talented athletes within the NTDC system.
3. Selection Guidelines:
 - a) Talent Identification, Development and Retention Framework for NTDC Selections: refer to Appendix B

- b) Athlete Quotas, Selection Principles & Guidelines and Nomination Process: refer to Appendix C.

4. Application Process and NTDC information:

- a) Expression of interest for NTDC selection is required by athletes who believe they could be considered for NTDC selection. Athletes must forward a letter of interest to the CCC Athlete Services Coordinator by April 1st, 2018 to be considered for selection. The letter of interest must include the order of the athlete's preferred NTDC selection.
- b) It is highly recommended that athletes asking to be considered for selection for the first time, reference the NTDC websites for specific guidelines and familiarity with each Centre. Contact with their preferred Centre should then be made by the athlete, preferably before the end of March, to discuss the NTDC guidelines, orientation, program costs and other pertinent details prior to the selection process in mid-April.

12.0 Selection Process: Ranking lists, Standards, Priorities.

1. Selection ranking lists and standards:

- a) There will be separate male and female ranking lists for all other athletes. These ranking lists will be established according to the points difference between either their sprint or distance NST selection lists points and the following IPB expressed in CPL points:

Age groups	Female		Male	
	Sprint	Distance	Sprint	Distance
Born in 1992 and before	97.0	95.0	96.5	96.5
Born in 1993	96.5	94.5	96.5	96.0
Born in 1994	96.0	94.0	96.5	95.5
Born in 1995	95.0	93.0	96.0	95.0
Born in 1996	94.0	92.0	95.0	94.5
Born in 1997	93	90.5	94.0	93.5
Born in 1998	91.0	88.5	92.0	91.5

- b) The male and female ranking lists will not be compared for each NTDC selection. NTDC coaches will make recommendations to the selection committee on the balance between male and female selections for each NTDC as outlined in the considerations referenced in 11.3.

2. Selection Process and Priorities:

- a) Barring extenuating circumstances, Senior NST athletes will be nominated to a NTDC.
- b) Once the Senior National Team athletes have been nominated, the remaining positions in each NTDC will be nominated based on the recommendations of specific NTDC coaches to the HPC based on the following considerations:
 - i. The recommendations must be based on a combined assessment of the NTDC selection ranking lists (12.1) and the selection guidelines and principles in the Cross-Country Ski de Fond Canada Training Centre Plan: Guidelines and Expectations for Supported National Development Centres (refer to Appendix C);
 - ii. The athlete recommendations for each NTDC must clearly demonstrate substantial reasons in accordance with the Talent Identification, Development and Retention Framework for NTDC Selections (refer to Appendix B) for skipping over any athletes with higher IPB (as per the standards referenced in 12.1.a) than those being recommended;
 - iii. The recommendations must demonstrate compelling reasons for selection that are evidence based to substantiate the recommendation;
 - iv. The recommendations will be reviewed relative to the purpose and objectives (11.1-3) of this criterion.
- 3. Junior NST athletes not selected to NTDCs may be provided NTDC program support, ranging from partial to full support, at the discretion of each NTDC, subject to: the needs of the athlete(s); the capacity of the NTDCs to provide support (e.g. resources, team size); and the place of residence of the athlete(s). When support is provided by a NTDC, it will be in collaboration with the club coach.

SECTION 6: Para-Nordic Ski Teams:

13.0 Purpose and Objectives.

- 1. Purpose:
 - a) To provide optimal support and preparation for athletes who have demonstrated the ability to compete for medal results in World Para Nordic Skiing (WPNS) sanctioned World Cup (WC), World Championships (WCH) and Paralympic Winter Games (PWG).
 - b) To provide optimal support and preparation for identified Next Gen athletes who have demonstrated the potential to develop towards achieving podium success at the 2022 PWG.
- 2. Objectives:
 - a) Medal success at the 2018-19 WPNS WC and WCH competitions as defined in the 2018-19 CCC Para-Nordic Operational Plan.

- b) Athlete development and progression from the Para-Nordic National Ski Team (PNST) Development Team to the PNST World Cup Team with a longer term focus on achieving benchmarks towards PWG podium success in 2022.

14.0 Selection Process

1. World Cup Team:

- a) Athletes achieving at least one result in the 2017-18 season at WPNS sanctioned COC, WC or PWG events of 30 WPNS points or less on the WPNS Cross-country (CC) or WPNS Biathlon (BT) ranking list in a 'distance' event will qualify for selection to the PNST World Cup Team based on the purpose and objectives outlined in Section 6 – 13.1 and 13.2 and the recommendation of the PNST Head Coach (HC) to the CCC Para-Nordic Committee (PNC). This assessment will consider the depth of field at these events and a minimum of top half final result.
- b) Athletes achieving at least one result in the 2017-18 season at WPNS sanctioned COC, WC or PWG events of 30 WPNS points or less on the WPNS Cross-country (CC) list in a 'sprint' event will qualify for selection to the PNST World Cup Team based on the purpose and objectives outlined in Section 6 – 13.1 and 13.2 and the recommendation of the PNST Head Coach (HC) to the CCC Para-Nordic Committee (PNC). This assessment will consider the depth of field at these events and a minimum of top third final result.
- c) The PNST HC may recommend to the PNC other athletes for selection to this team based on assessment of past performance and proven potential to be able to contribute to Canada's medal success at 2018-19 WPNS WC or WCH events. This evaluation of podium potential will be based on proven international podium success and/or identifiable international performance benchmarks indicative of progression towards podium success at WPNS WC, WCH and PWG and will consider force majeure.

2. Development Team:

- a) Athletes achieving least one result in the 2017-18 season at WPNS COC, WC or PWG of 90 IPCNS points or less on the WPNS CC or WPNS BT ranking list in a 'distance' event will qualify for selection to the PNST Development Team based on the purpose and objectives outlined in Section 6 – 13.1 and 13.2 and the recommendation of the PNST HC to the PNC. This assessment will consider the depth of field at these events.
- b) Athletes achieving least one result in the 2017-18 season at WPNS COC, WC or WCH of 90 IPCNS points or less on the WPNS CC ranking list in a 'Sprint' event will qualify for selection to the PNST Development Team based on the purpose and objectives outlined in Section 6 – 13.1 and 13.2 and the recommendation of the PNST HC to the PNC. This assessment will consider the depth of field at these events and minimum top half result.
- c) The PNST HC may recommend to the HPC other athletes for selection to this team based on assessment of past performance and proven potential to be able to contribute to Canada's success at the 2018-19 WPNS WC and WCH. This evaluation will be based on proven international podium success and/or identifiable international performance benchmarks indicative of progression towards potential podium success at WPNS WC, WCH and PWG.

Appendix A – International Performance Benchmarks (IPBs)

IPBs were reviewed and revised August 2015 to align with podium pathway profiles; the primary objective was to set benchmarks that provide guidelines relative to the viability of achieving World Cup podiums. The objectives of this review, method and rationale for data analysis, data analysis conclusions and intended use of IPBs can be found at

<http://www.cccski.com/getmedia/b7ddc61b-73a8-4ff1-9896-df189c3b9b38/Summary-IPB-revision-2015.pdf.aspx>

	JBG1	JBG2	JMW1	JMW2	SEN1	SEN2	SEN3	SEN4	SEN5	SEN6	SEN7	SEN8	SEN9	SEN10
wm sprint	83.5	86.5	89	91	93	94	95	96	96.5	97	97.5	97.5	97.5	97.5
wm dist.	81	84	86.5	88.5	90.5	92	93	94	94.5	95	95.5	96	96	96
men sprint	84.5	87.5	90	92	94	95	96	96.5	96.5	96.5	97	97	97	97
men dist.	84	87	89.5	91.5	93.5	94.5	95	95.5	96	96.5	97	97.5	98	98.5

Appendix B – Talent Identification, Development and Retention Framework for NTDC Selections

This framework is intended to complement CCC's overall framework for talent ID, development and retention as part of the broader LTAD framework. The expectation is that this framework will be reviewed and adjusted annually for the purpose of NTDC selections.

A. Talent Identification and Development Framework

1. Goal of this framework: to ensure evidence-based and measurable selection and development of talented high performance athletes with the potential to achieve podium results in 2018 and beyond. More specifically the aim of the NTDC talent identification and development framework will be to use this as a selection tool to ensure a comprehensive integrated T2C talent pool for each NTDC and:
 - a) To bridge the development gap that exists at the Training to Compete level;
 - b) To enable NTDCs the opportunity for improving their pool of talented athletes with potential to develop to the work-class level.
2. Definitions:

Talent Identification – the identification of new talent based on specific physical, skill or performance parameters. In the NTDC selection context, this means identifying athletes who, given a talent ID program could reach WC standards.

Talent Development – development of identified talented athletes using a specialized development program.

Train to Compete - An advanced stage of athlete development in which (a) competition and competition skills and tactics are a main focus, (b) fitness and skills are further refined and perfected, and (c) a higher degree of sport and position/discipline specialization occurs in the context of a periodized training and competition program.

3. NTDC talent ID and development framework:

a) Coachability:

- Demonstrated commitment, motivation, durability and passion for the sport as measured by NTDC and club coach assessment and psychological testing where applicable;
- Demonstrated exceptional athletic ability that fit the demands of cross-country skiing and measured by field and lab tests.

b) Performance (race) history – an assessment measured against formal standards.

The athlete should be able to meet 2 of the 4 following benchmarks:

- Meet IPB age benchmarks.
- Exceptional single best race in the past two years using the following guideline: a single best distance or sprint finish in a 2015-16 Tier One event using International Performance Benchmarks for their YOB.
- Podium result at National Championships.
- A top 20 result at World Junior Championships.

c) Training history appropriate for Learning to Compete stage of LTAD. Special consideration will be made for athletes that have come from a limited training and coaching environment.

d) Performance testing: Demonstration of exceptional cardiovascular ability in testing or in an endurance sport.

B. Talent Retention and Development Framework.

Based on the knowledge that talent development in its early stages often lacks consistent brilliant performances, the talent retention framework allows the selection committee the flexibility to select talented athletes, who have met measurable performance benchmarks, to an NTDC for a minimum of 2 years based on the knowledge that performances are not always repeatable at this age on a consistent basis and that struggling is part of growing as an athlete.

Appendix C - Athlete Quotas, Selection Principles, Guidelines and Nomination Process for NTDCs

NTDC Athlete quotas will be determined following a review of applications submitted at the beginning of each funding cycle and may be revised following annual evaluations. Factors considered will include:

1. Ability of NTDCs to fund their operations;
2. Ensuring a coach-to-athlete ratio of not more than 1-10; and
3. Anticipated regional demand (from eligible athletes).

The nomination of athletes to NTDCs shall strike a balance between the preference of the athlete and the need to maintain a viable and effective NTDC that fulfils its roles and responsibilities. Nominations will be made and confirmed by CCC's High Performance Director, with advice and support from the CCC HP Committee based on published Selection Criteria and Selection Principles and Guidelines.

Nomination of athletes to NTDCs will be based on the following principles, in the following order of priorities:

- a) All nominations shall fit within NTDC orientations mandates and quotas.
- b) Senior Development Team and World Cup Team athletes may be nominated to a NTDC based on factors such as the size of the team, the composition of the team (e.g. stage of development, regional derivation) and the budget allocated to support the team. At the discretion of CCC, such athletes may be provided programming directly by CCC or provided programming in partnership with one or more NTDCs.
- c) In order to favour a motivating and productive team environment for each gender, and provided there are enough candidates of each gender meeting the NTDC's orientation and guidelines, each NTDC should have close to equal numbers of athletes of each gender. A minimum of 3 athletes of each gender is the target for each NTDC.
- d) Non-senior NST athletes will be ranked on the NTDC selection list (defined and referred to in the specific yearly selection criteria), which will serve as the main guidance for remaining NTDC selections. Some positions may be reserved for athletes from the NTDC's region and NTDC's coaches' recommendations to the HPC based on considerations defined in the annual NTDC team selection criteria.
- e) A certain percentage of athletes in each NTDC representing the divisions within the NTDC's region will be considered, provided that enough athletes from the NTDC's region have chosen to attend that specific regional NTDC and meet applicable selection standards. This consideration of regional athletes will be requested annually by each NTDC in collaboration with their regional divisions and the CCC HPD prior to the selection meetings.
- f) Talent retention and development: Athletes who were selected to a NTDC the previous season and who have exemplified commitment, development potential and have met the selection standards may be considered for selection ahead of other athletes on the ranking list based on the knowledge that talent development in its early stages often lacks consistent brilliant performances.

- g) Suitability of athletes to enhance the composition and team structure of each NTDC will be taken into consideration. This includes leadership and mentoring aspects of talent development.
- h) At any time, NTDCs with athletes that lack commitment and/or adherence to the athlete agreement may request to the HPC that these athletes be put on probation or not be selected to their NTDC for the current season.