

HIGH PERFORMANCE PATHWAY STRATEGY

2025 - 2028

CYCLING IRELAND HIGH
PERFORMANCE UNIT



 CYCLING
IRELAND

VISION

Create a sustainable and world-class performance pathway that nurtures Irish cycling talent, enabling athletes to achieve elite success on the international stage.

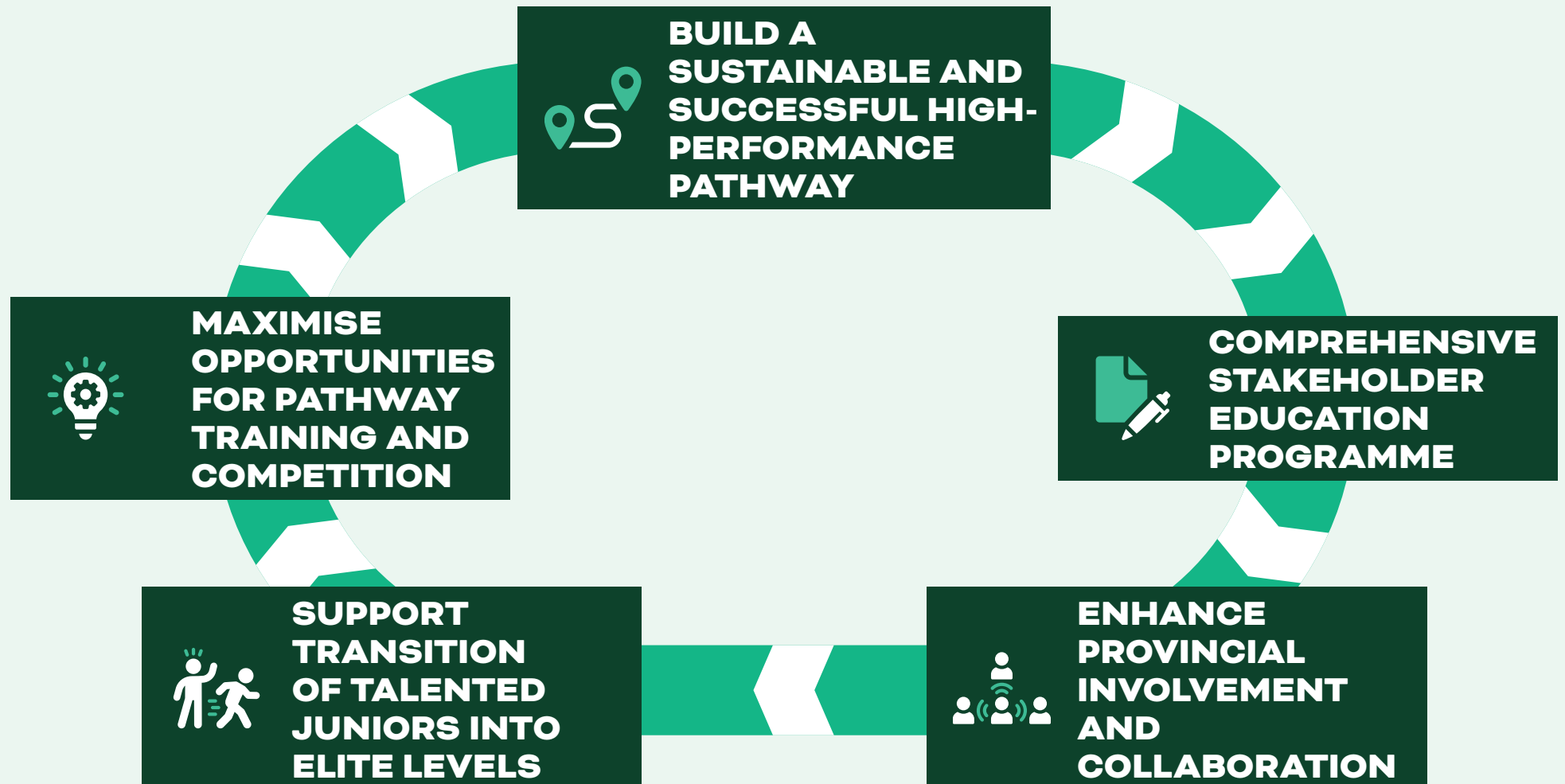
PURPOSE

Support and inspire the next generation of Irish cyclists by delivering an athlete-centred pathway focused on comprehensive development, collaboration, and competitive excellence.

AIM

Equip junior athletes with the skills, resilience, and experiences necessary to transition to elite levels, aligning with Cycling Ireland's vision of sustained international success.

STRATEGIC OBJECTIVES



OUR PRIORITISED ACTIONS



BUILD A SUSTAINABLE AND SUCCESSFUL HIGH-PERFORMANCE PATHWAY



ACTIONS

- Pre-publication engagement with key stakeholders of HP Pathway Strategy.
- Increase the number of junior athletes in national endurance and track programmes year on year.
- Offer bespoke athlete support aligned with global competition standards.
- Collaborate with CI Participation and Development departments to expand youth engagement.
- Continue stakeholder engagement across off-road & BMX disciplines to identify opportunities to develop pathway structures that can support high performing athletes demonstrating international potential.

TIMELINE

- Q1 2025 – Publish HP Pathway Strategy and communicate across stakeholder groups.
- Ongoing from Q2 2025 – Full strategy implementation with regular monitoring and adjustments based on athlete performance and stakeholder feedback.
- NGB Department collaboration: mid-year and end of year review of youth age group competition and competencies.

ESTABLISH A COMPREHENSIVE STAKEHOLDER EDUCATION PROGRAMME

ACTIONS

- Education roadmap: develop a comprehensive curriculum for workshops, seminars, and online courses that is customised for athletes, coaches, parents, provincial and commission representatives and CI colleagues.
- Certification and standards for coaches and staff: implement a clear certification process with training requirements, assessment methods, and continuing education opportunities.
- Stakeholder engagement and communication: establish regular communication channels, including quarterly updates, feedback sessions, and shared resources to keep all stakeholders informed and engaged.
- Pathway squad values programme: integrate a values-based programme into all training camps. Reinforce core principles such as integrity, resilience, and teamwork through workshops, exercises, and mentorship activities.

TIMELINE

- Q1 2025 onwards: delivery of athlete focussed educational workshops for Pathway Performance Plan (PPP) athletes and invited/ identified high potential provincial athletes.
- 2025: collaborate with CI Education to develop education roadmap and certification process.
- 2026: launch initial educational modules and certification programme for coaches and staff.
- Q2 2025: initiate quarterly check-up to reinforce key HP Pathway values and performance expectations across key stakeholder groups.



2

ENHANCE PROVINCIAL INVOLVEMENT AND COLLABORATION



ACTIONS

- Provincial Hub Development: develop a training and competition hub model with dedicated coordinators to oversee operations and act as key points of contact for pathway implementation in their provinces.
- Inter-Provincial Camps and Competitions: create an annual schedule of inter-provincial camps and competitions to connect athletes across provinces and strengthen Cycling Ireland's talent pool.
- Resource-Sharing Framework: develop and invest in systems to facilitate the sharing of resources, knowledge, and coaching expertise between provinces ensuring a consistent standard of support for athletes.

TIMELINE

- 2025: consult with provincial stakeholders regarding development of the provincial talent development environment.
- 2026: launch Provincial Talent model to include training, competition and education delivery.
- 2025-26: investigate feasibility of resource sharing platforms/channels.

SUPPORT TRANSITION OF TALENTED JUNIORS INTO ELITE LEVELS



ACTIONS

- Deliver 'Continental Bursary' project aimed at funding identified Jnr-Snr transition riders or Talent ID'd riders.
- Report to SI/SNI on costs-benefits of Continental Bursary support.
- Insights: elite programmes to disseminate rider positioning best practice to HP pathway programmes via community of practice sessions twice per year.
- Develop year-round training and competition schedules, including utilising the new National Indoor Velodrome (once operational).
- Work in partnership with provincial and commission representatives to provide valuable insights and support the CI Competition Department in refining and enhancing the race calendar.
- Performance Pathway Programme (PPP): working with the relevant sport institutes and other partners to deliver a range of educational services including nutrition, sports psych, physiological testing, life skills, dual career support and anti-doping education.
- National coach support: as part of the PPP all riders will have access to dedicated support from Cycling Ireland's national coaching team. This ensures that each athlete benefits from expert guidance tailored to their specific needs and goals.

TIMELINE

- 2025: investigate 'Continental Bursary' project Q1-Q2 and collaborate with stakeholders regarding potential for implementation.
- Continuous: ongoing race calendar optimisation and post-event reviews.
- Q1 2027: full integration of velodrome training and competition programmes.
- Reviewed and delivered annually: establish PPP athlete support via Sport Ireland Institute, Sport Northern Ireland Sports Institute and other providers.

MAXIMISING OPPORTUNITIES FOR TRAINING AND COMPETITION



ACTIONS

- National and Provincial Training Camps: deliver or facilitate regular training camps at both national and provincial levels for skill development, teamwork, and exposure to high-performance settings.
- International Competition Exposure: provide opportunities for junior athletes to compete internationally, supporting race-craft and skill acquisition in diverse, challenging environments.
- Provincial Training and Competition Hubs: establish and expand a network of provincial hubs dedicated to providing accessible training environments and competitive opportunities for riders. The hub will be responsible for organising regular activities and serving as a central point of contact for athlete progression within the HP Pathway. These hubs will reduce travel barriers, enabling more frequent and structured engagement for riders at the local level.
- Inter-Provincial Camps and Competitive Events: implement an annual schedule of inter-provincial training camps and competition days, designed to bring together athletes from across the country. These events will serve as a platform for fostering collaboration, sharing best practices, and providing athletes with exposure to a higher level of competition, strengthening their preparation for national and international events.

TIMELINE

- Q1 2025: initiate regular national training camps and begin participation in targeted international events.
- Q2 2025: commence delivery in provincial training hubs ensuring accessibility for athletes across multiple provinces. Conduct initial provincial-level training and competition events.
- Q3 2025: expand inter-provincial training camps, incorporating race simulations and talent identification programs. Evaluate effectiveness and refine structure based on athlete participation and performance.
- Q4 2025: conduct a full review of training camps, hubs, and competition exposure outcomes. Use data and athlete feedback to inform planning for the following year.
- Annual (Ongoing): review competition and training camp outcomes based on athlete feedback and performance data. Adjust schedules and training frameworks to enhance effectiveness and engagement.
- 2026 and beyond: scale up international competition exposure, incorporating additional high-level racing opportunities and training collaborations with other international federations and feeder teams. Continue refining provincial hubs and national training structures for long-term athlete development.



MONITORING & EVALUATION

1. QUARTERLY REVIEW

- Assess progress in stakeholder education engagement, provincial hub development, and competition outcomes.
- Collect feedback from athletes, parents, coaches and colleagues in other CI departments, to ensure alignment with pathway objectives.

2. ANNUAL PATHWAY REVIEW

- Evaluate progress on provincial participation, training camp success, and competition results. Adjust actions based on feedback and pathway metrics.

3. BIANNUAL PERFORMANCE REVIEW

- Review key metrics for athlete progression, coach certification, and provincial hub impact. Implement updates to address identified needs or gaps.

4. EXTERNAL AUDITS

- Collaborate with external bodies to review and validate pathway alignment, ensuring best practices and continued development.

CREATING A SUPPORTIVE CULTURE IN OUR PERFORMANCE PATHWAY

Our programme thrives when we collectively foster an environment centred on key principles that guide our actions and relationships. These principles aim to create a positive and high-performing culture for athletes, coaches, and staff alike:



1. HOLISTIC DEVELOPMENT

WE PRIORITISE THE COMPREHENSIVE GROWTH OF ATHLETES, SUPPORTING THEIR PHYSICAL, MENTAL, AND PERSONAL DEVELOPMENT.



2. COMMITMENT TO GROWTH

OUR JOURNEY IS ONE OF CONTINUOUS LEARNING, STRIVING FOR IMPROVEMENT IN EVERY AREA, FOR BOTH ATHLETES AND STAFF.



3. COLLABORATION AND INCLUSION

BY WORKING TOGETHER AND VALUING DIVERSE PERSPECTIVES, WE BUILD A STRONG AND SUPPORTIVE NETWORK.



4. PURSUIT OF EXCELLENCE

WE AIM FOR HIGH STANDARDS IN EVERY ASPECT OF TRAINING, COMPETITION, AND DAILY EFFORT, FOSTERING A CULTURE OF ACHIEVEMENT.



5. INTEGRITY IN ACTION

FAIRNESS, RESPECT, AND TRANSPARENCY UNDERPIN OUR DECISIONS AND BEHAVIOUR.



6. HONESTY AND TRUST

OPEN COMMUNICATION AND AUTHENTICITY STRENGTHEN OUR RELATIONSHIPS AND ENSURE ACCOUNTABILITY.



Unit 5, Sport HQ 2, Sport Ireland
Campus,
Snugborough Road,
Blanchardstown,
Dublin 15, D15 AC8C

cyclingireland.ie