**2025/26 PDP Overview and Participant Selection Process**

Overview

The programme aims to continue supporting young people aged 16-22, or those older athletes who show potential despite relatively low training ages, with the development of key performance skills and behaviours through 1-2-1 and group-based activities.

The PDP is a multi-year programme with entry and progression criteria, related to sporting performance, coming into place from October 2024. These criteria will be aligned to the Sport Aid Performance Athlete Grant (PAG) criteria and can be found here.

Isle of Man Sport will deliver the programme with Isle of Man Sport Aid providing grant assistance to those identified as progressing well within their sports and who would benefit from additional training or competition opportunities.

There will be a maximum number of 25 places will be available on the programme from October 2024 for those in FT education on the Isle of Man and a further 25 places (max) available for those in work (on or off island) or in full-time education in the UK or further afield.  In October 2024 the selection process for the on-island school-based PDP recipients took place and the recipients can be found here.  Between October 2024 and April 2025, the in work/off-Island education cohort will be reviewed and the numbers currently receiving support will be reduced to 25.

Support for athletes in the PDP will be driven by their Individual Performance Development plan which IoM Sport staff will support in the creation and delivery of alongside the athlete and the athletes’ coach.

Athletes on the PDP will be able to access:

* 1-2-1 Performance service support towards delivery of a bespoke performance delivery plan including access to the High-Performance Centre Gym
* Workshops delivered by IOM Sport Staff, TASS and athlete peers. This will include a role in mentoring the Academy cohort
* Athlete Webinars
* Access to grant funding opportunities from Isle of Man Sport Aid subject to a performance plan being in place and being delivered against
* Free use of NSC Facilities (does not include pitch or court hire or classes)
* If the athlete is in FT education on the Island, they will receive dual-career support from identified staff within each of the Island's High schools (and UCM) and IoM Sports Student-Athlete Development Co-Ordinator
* If the athlete is off-Island or not in FT education performance lifestyle support will be provided by the IoM Sport's Sport Performance Coordinator

**NB** – Up to 50 individuals can be accommodated within the PDP to enable the Isle of Man Sport performance team to give bespoke support to athletes within the programme. Up to 25 spaces are allocated to those in full-time education on the Isle of Man and up to 25 spaces are allocated to individuals who are either in work (on or off island) or who are in FT education off-island.

**Review Process**

The review process of the athletes receiving support will begin in June each year after exam season is complete and most athletes are on study leave. The Student Athlete Development Coordinator (SADC) will request each athlete completes a review document in which they evaluate their performances and learnings over the last year and create a basic development plan for the following year. This document will be the basis for an informal chat with the athlete, SADC and the Performance Coordinator. The document and review session will form part of the application to either continue on the PDP or move onto Performance Athlete Grant support.

After all athletes have attended their review session all the documentation has been received athlete selections for the following year will take place using the criteria below.

**Selection Criteria for PDP Athletes** (first used in October 2024)

Athletes competing in a sporting discipline that has a recognised Governing Body of Sport of the Isle of Man - [Recognised sports on the IOM](https://www.isleofmansport.com/sports-liaison/recognised-sports/)

There will be a maximum of 25 places available for athletes who are in FT education on the Isle of Man AND a maximum of 25 places available for athlete who either in work (on or off island) or in FT education off island).

**Stage 1**

The 25 places for each cohort will be allocated based on the performance levels attained during the previous 12-month period. If an athlete has sustained a significant injury during the previous year their performance levels from the previous year will be taken into account The performances of athletes will be collated by various means and places will be allocated in a priority order (as shown below). In circumstances where more than 25 people are eligible for support within each cohort Isle of Man Sport will move onto Stage 2 of the process.

Places within each cohort will be awarded following the priority order below and are applied to performances in age-group competitions (U17, U18, U19, U20, U21, U23) and/or Open age where relevant. Note all 25 spaces do not need to be allocated each year.

1 If the athlete has won World medals

2 If the athlete has won medals at European / International events (below World Level)

3 If the athlete represented Great Britain

4 If the athlete finished in the top 5 of the GB National Championships

5 If the athlete is consistently positioned in the Top 10 of the GB rankings for their sport and/or is officially part of a GB pathway

6 If they athlete has represented a Home Nation in a multi-nation international event and/or is within 15% of a World Lead (Open Age) and/or is finishing consistently in the Top 10 of open age National events (minimum level).

7 If the athlete has finished in the Top 5 of a Home Nation championships and/or has been selected into the top squad of a Home Nation talent pathway (not regional).

8 If the athlete is consistently finishing in the Top 10 of top Tier National level events and/or can be considered within 22% of a World Lead for their sport.

**Stage 2**

Should more than 25 athletes be identified during Stage 1 (identified above) the following weighted criteria will be used to rank the athletes meeting criteria 7 or 8. Athletes who meet criteria 1-6 will be automatically selected subject to their being fewer than 25 in number. The remaining places will be allocated in rank order (i.e. if 8 places are available to top 8 ranked athletes with will offer places first.). If places are refused or athletes withdraw from the programme places will be allocated using the ranking developed as part of the stage 2 selection.

The applications will be reviewed by the Performance Coordinator and the Student Athlete Development Coordinator, and the following 4 factors will be assessed to identify who will be offered access to the Performance Development Pathway and/or TASS Dual Career.

The factors are listed in rank order (highest to lowest) and have had weighting applied to them on that basis:

1. Quality of the Performance Review and athlete CV received as part of their application
2. Athletes’ highest standard of performance
3. Success within main sport at the athlete’s highest level
4. Performance progression over the last 12 months
5. Quality of engagement with Isle of Man Sport and Sport Aid to date including physical preparation sessions, performance team workshops, 1:1 session with SADC, and communication with performance team

**Factor 1 – Quality of the Performance Review and athlete CV received as part of their application**

This factor receives the highest weighting because we have identified plan, do, review as key skills required for High Performers in Sport. Those, we see doing these things well are often our higher performing athletes. This factor will be scored out of 4 and multiplied by 5.

The applications will be scored as followed.

**A score of 1 if** - Both CV and review, either/or, are handed in but neither are of good quality

**A score of 2 if** - Either the CV or review are of good quality. Or one is handed in and is of good quality, but the other is not handed in or is not of good quality (maximum score received if only one handed in)

**A score of 3 if** - Either the CV or review is of very good quality, and one is of a lesser quality

OR both are of good quality.

**A score of 4 if** - Both are handed in and both are of very good quality.

**What a (very) good one might look like**

*Very good quality* – The athlete shows progression over the season within their CV. Athlete demonstrates their high aspirations and how they plan to work towards those aspirations. The Performance review shows examples of changing behaviours and good self-awareness and evaluation. The athlete can demonstrate performance habits via their performance review and show good self-reflection while participating their main sport.

*Good quality* – as above but lacking in specific examples and/or their sporting aspirations are not particularly high and/or there is very little description of progression. The performance review isn’t answered in much detail and/or doesn’t show evidence of much self-awareness or self-reflection.

**Factor 2 – Highest performance level within which they are participating**

This factor is ranked 2nd and weighted accordingly because although we know we cannot reliably predict Elite athlete status from youth results some element of performing off-Island within this age-group will likely be required to ensure opportunities to develop further can be accessed. This factor will be scored out of 6 and multiplied by 4.

**A score of 1 if** – Local only

**A score of 2 if** – Regional level (Playing for IOM Squads etc)

**A score of 3 if** – Open National level (open meets etc for IOM squads)

**A score of 3.5 if** – Qualified and competing in Home Nation Nationals/Events (Eng, Scot, Ireland, Island Games etc)

**A score of 4 if** – Attending British Nationals or equivalent (e.g. Northern Europeans)

**A score of 5 if** – Open International level

**A score of 6 if** – Qualifying for World Class International events or Team GB Selection

**Factor 3 – Success within main sport at the athlete’s highest level**

This factor is ranked 3rd and has been weighted accordingly because of the likely age / experience profile of the athletes result consistency might fluctuate over the year therefore what they are learning and how they are using that is more important at this stage than the success they are having. Experiencing and learning from competition at the highest possible levels is preferable to being very successful at a lower level. Both are important but growth and development come from stretch and challenge. This factor will be scored out of 5 and multiplied by 3.

**A score of 1 if** – the athlete is only participating at their highest level.

**A score of 2 points if** – the athlete is demonstrating top 10% finishes in their highest level.

**A score of 3 points if** – the athletes have finished 3rd in their highest level.

**A score of 4 points if** – the athletes have finished 2nd in their highest level.

**A score of 5 points if** – the athletes have finished 1st in their highest level.

**Factor 4 – Performance Progression over the last 12 months**

Maintaining, or ideally closing the gap, between where they are now versus world leading is important. We know that it requires a 1-2% improvement each year to ensure the gap doesn’t grow and we also know with athletes in these age groups / with these experience level that 6-8% improvement is not uncommon at times. In team sports continuing to progress through a pathway (moving up age group squads) and/or not losing their place in the pathway each year is important. This factor will be scored out of 5 and multiplied by 2.

**A score of 2 points if** – the athlete performance improves between 0-2% or the maintain their place within a NGB or Pro team performance pathway / squad in a team sport

**A score of 3 points if** – the athlete performance improves between 2-5% or they progress into the next group up within a NGB or Pro team performance pathway / squad in a team sport

**A score of 4 points if** – the athlete performance improves between 6-9% or they are training with the squad above them in the NGB or Pro team performance pathway / squad in a team sport

**A score of 5 points if** – the athlete performance improves between 10-15% or they are being consistently selected for competitions for the squad above their normal squad in a NGB or Pro team performance pathway / squad in a team sport

**Factor 5 – Engagement with Isle of Man Sport & Sport Aid over time – Services include 1:1 with SADC, attendance and level of engagement with Performance Services and Physical Prep sessions, attendance at workshops and levels of communication via athlete monitoring.**

Working with a team of people towards a performance plan is important when on a journey towards high performance sport. If being supported through our programmes they have free access to IOM Sport Staff however they are welcome to use providers beyond IOM Sport at their own cost if they so wish. This factor will be scored out of 5 and no multiplication factor will be applied.

**A score of 1 if** – Poor engagement with all services or no team in place beyond IOM Sport

**A score of 2 if** – Poor engagement with most of the services e.g. only engaged with the physical preparation sessions or only has Physical Prep in place beyond IOM Sport

**A score of 3 if** – Good engagement with most of the services. E.g. did not attend many of the workshops but engaged well with the other services like nutrition and the SADC OR has other professionals in place beyond IOM Sport

**A score of 4 if** – Good engagement with all the services most of the time either in IOM Sport or elsewhere. If elsewhere they are sharing information with IOM Sport well.

**A score of 5 if** – Fully engaged throughout the year with all services. Engagement was a high level throughout regardless of whether IOM Sport staff or other professional are delivering a service.

**Post-selection Correspondence**

**Individual applicants**

The top 25 within each cohort identified through the selection process will be contacted, via email, to confirm the offer being made to them and request their completion of a pre-participation questionnaire to confirm their acceptance of the offer (note not all spaces will be filled to allow more fluid access to the programme throughout the year).

Following on from their acceptance the Isle of Man Sport / Sport Aid athlete agreement will be sent to them to sign and return. Once received the athletes NSC access will begin.

In circumstances where a ‘Top 25 athlete’ declines their offer or fails to complete the questionnaire and agreement before identified deadlines the spot will remain open until another athlete meets the criteria. Should there be a waiting list places will be offered to the highest ranked athlete first until all the places are full or all the athletes who meet the criteria have been offered a place.

For athletes who do not meet the criteria IOM Sport will commit to identifying if/how support might be provided to GBS’s or the individuals themselves to help them bridge the gap. This might include access to subsidised performance services or in-situ workshops or support with GBS coaches or athletes.

**Mentoring Role**

Part of the athlete commitment to IOM Sport while on PDP will be developing a mentoring role within their school or local GBS.

In 2024/25 three main events will be held in SNHS Lower School – (September 27th, January 10th, and April 25th). These will be 60-75 mins in duration and be supported by legacy athletes, Performance Athlete Grant (PAG) athletes and Performance Development Pathway (PDP) / Tass Dual Career athletes whenever possible.

The aim of these events is to share athlete stories and journeys related to the themes of the school-based workshops. Coaches, parents, Governing bodies of Sport (GBS), TASS Dual Career Coordinators (DCC) staff, supported athletes (current and legacy), Athlete Advisory Board (AAB) and facilitators will all be invited to these events.

Five workshops will be held in each high school/local school (if home schooled) during the following weeks throughout the year:

* Week beginning 21st Oct 2024
* Week beginning 9th Dec 2024
* Week beginning 10th Feb 2025
* Week beginning 31st March 2025
* Week beginning 26th May 2025

Workshops will be held immediately after the school day and will take place in and around school’s extracurricular programmes and fixtures. IOM Sport staff with liaise with the TASS DCC at each school to organise the most suitable day for the workshop to take place. These workshops will be attended by athletes on the TASS Dual Career programme/PDP who are currently being educated at the school. In addition to that we will identify a legacy or PAG athlete to support these workshops wherever possible. TASS DCCs will also be involved in these workshops as and when they can.