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The USA Triathlon (USAT) Talent ID (TID) program is a High-Performance (HP) program that finds, mentors, and funds Olympic potential athletes. The TID program focuses solely on Draft-Legal World Triathlon (WT) racing with the goal of helping specially identified athletes go from being introduced to the sport of triathlon to qualifying for the USAT national team. The TID program includes the Collegiate Recruitment Program (CRP), the High School Recruitment Program (HSRP), and Paratriathlon TID Recruitment Program.

The following is a step-by-step process of how the CRP program works, and details what potential support USAT can offer athletes who are selected. The athlete recruitment process can begin at any stage, but the CRP program is targeted at athletes between the ages of 22-24 who have completed their NCAA eligibility and are finished with their studies.

**Step 1. Hit time standards specified by USAT (verifiable data is mandatory).**

Based on an athlete's past, current, and/or projected swim and run metrics, USA Triathlon (USAT) will determine whether or not an invite to a Talent ID camp is warranted. If an athlete receives an invite to a TID camp, they will move onto step 2.

**Step 2. Attend TID camp.**

At camp athletes will get thorough mentorship from world class coaches, and learn everything from A-Z about draft-legal triathlon. Athletes will be assessed on their attitude, adeptness, mentality, and commitment. After camp, if athlete is interested in pursuing a future in draft-legal triathlon, they will move on to step 3.

**Step 3. Discuss Future Pathway Options.**

After camp every athlete will have an individual call to discuss their next steps. Each athlete will have a different pathway that makes sense for them personally, and USAT will help the athlete create a future plan of action. Once a decision has been made on the athlete's future pathway, then they will move onto step 4.

**Step 4. Receive a funding agreement.**

Funding agreements are all discretionary, and personal to each athlete, and will describe in detail what funding, gear, and incentives the program can provide the athlete. Agreements get updated every 3 months, and will continue for a maximum of 2 years. If athlete fails to stay uninjured, or hit basic race metrics for multiple agreements, then their position in the CRP program will be reassessed and they will be given specific incentives to hit to be able to continue in the program.

**Step 5. Sign, seal, and deliver.**

After signing the agreement, athlete will work with USAT to roughly map out the season, complete all necessary paperwork, get connected with a proper coaching/training environment, and execute on performance metrics.

