

## Development Commission

### Meeting Minutes

28./29. May 2024 in Jaca, Spain

Tuesday, 28 May 2024, 09:00 – 20:00 CET

Attending		Online
Christian Borch DEN Thomas Braun GER Lilya Budzulyak UKR John Farra USA Rikard Grip SWE Carlos Lannes ESP	Max Cobb – SG Ekaterina Dafovska - EB Olle Dahlin - President Dagmara Gerasimuk – DD Gerold Sattlecker - HoA Maija Ruotsalainen - DPC	Aliona Sosunova LTU

Wednesday, 29 May 2024, 08:00 – 11:00 CET

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Christian Borch DEN Thomas Braun GER Lilya Budzulyak UKR John Farra USA Rikard Grip SWE Carlos Lannes ESP	Max Cobb – SG Ekaterina Dafovska - EB Olle Dahlin - President Dagmara Gerasimuk –DD Gerold Sattlecker - HoA Maija Ruotsalainen - DPC	Aliona Sosunova LTU

### Agenda

1. Summary of the Development Projects 2023/2024 (D. Gerasimuk, G. Sattlecker)
2. Biathlon 4 All – discussion about the next steps of the project (D. Gerasimuk)
3. Regional Events vs. Junior Cups (D. Gerasimuk, M. Ruotsalainen)
4. Closing the gap initial concept discussion
5. Education of Executives, Licensing of Coaches – proposal
6. Evaluation of NF's applications for the project support 2024/2025
7. Other

The DC meeting includes a meeting with the SPAINSNOW leaders, President May Peus, and Development Director Juli Sala and a visit to the biathlon stadium in Candanchu.

## Minutes

### Summary of the Development Projects 2023/2024

#### Development projects – comments and proposals

- Overview of the development project support 2023/2024 was presented.
- In season 2023/2024, 103 projects from 40 NFs have been approved. 101 projects have been conducted successfully.
- In total, each project category has been supported with the following number of projects:  
Youth and Junior Athlete Development: 24  
NF partnerships: 23  
Gender Equality: 15  
Athlete recruitment: 12  
Popularisation of biathlon among kids: 10  
Support of training venue: 9  
Sustainability: 5  
Biathlon expert support: 2  
Customized project: 1
- The NF partnerships – are growing significantly, as well as Athlete recruitment after sports careers.
- The commission discussed if the offer of development programmes is too broad. Most NFs don't have a clear strategy for development and/or people to get things done. TBC.
- Communication about development projects and education is challenging. Information is shared with NFs, but it is often stuck in NFs, and athletes or coaches don't get it. A better communication strategy is needed for these 2 target groups.
- The commission discussed whether athletes who come back to work in biathlon after many years away can get support (with athlete recruitment support). The commission decided that these cases should be discussed individually. If they come back after being after childcare, this is possible. But if the reason is another and for a more extended period of time, then not. If former athletes already work for the NF, the NF cannot apply for athlete recruitment support. Gender equality support can also be used in these cases.

#### IBU Academy-comments and proposals

- Report 2023/2024
- Gender equality is at a reasonable level with coach education; 44% of Academy course participants are women.
- First Second level course started (video included), mentoring added to coach courses.
- Outlook 2024/2025

	<ul style="list-style-type: none"> <li>• The pilot of the third-level course starts this year. The application period is still open. Mentoring is included, and higher-level coaches will engage them more in the sport.</li> <li>• The communication strategy has been shared. The IBU Academy website will be launched in a few months, and a new social media channel will be created.</li> <li>• The commission discussed tracking coach education, which can be done in the Learning Suite (LS). The commission suggested that NFs receive a report about how active their coaches are in LS, which could be shared once a year.</li> <li>• Language barrier is still a topic for many countries (English skills are often a challenge among coaches), the option of a translation tool in Learning Suite was discussed as a solution.</li> <li>• Knowledge sharing with coaches and athletes is seen as important. The commission suggested that the athletes should be added to the list when NFs check accesses for LS.</li> <li>• The commission discussed the selection of candidates for coach education. Basic and 1<sup>st</sup> level is meant to close the gap in coaches' education for lower-level NFs. 2<sup>nd</sup> and 3<sup>rd</sup> level is meant to close the gap in the performance of A/B nations.</li> <li>• The commission suggested creating online training for youth about safety and rules.</li> <li>• The commission proposed that the IBU should consider sharing vital information for athletes, such as safety issues and the most common rules, before going to international events, in addition to anti-doping education. A quiz/knowledge check could be added to evaluate their knowledge in LS. A quiz/knowledge check is also relevant for participants of IBU camps.</li> <li>• The commission suggested tracking coach education. An idea was discussed that after the coach has participated in education, he/she must take an update course in two years. There should be a continuation of education and clear next steps. The commission suggested having a module if the rule changes.</li> </ul>
2	<p><b>Biathlon 4 All – discussion about the next steps of the project</b></p> <ul style="list-style-type: none"> <li>• The next steps: feedback/vision for suppliers, a digital toolkit for NFs, communication strategy (website), working group, international biathlon day</li> <li>• The feedback from Östersund: NFs shared good examples, and others can improve. The best outcome was all being there and sharing experiences.</li> <li>• We should emphasise that B4A- project activities can be arranged everywhere else than in the biathlon stadium. We need to bring biathlon to people.</li> <li>• The commission discussed the marketing material and how to share it. If the project grows and becomes open to clubs, a partner outside IBU would need to distribute it directly to clubs.</li> <li>• The commission proposed the initial marketing concept. IBU allocates a minimum budget for promotion and offers design and graphics with instructions. NF provides information on how they want to use it, and they need to report it afterwards.</li> <li>• In future, we will consider sharing marketing material directly with project (events) organisers. DC discussed sustainable t-shirts, bibs, flags, and roll-ups.</li> </ul>

	<ul style="list-style-type: none"> <li>• It is important to make any event under B4A sustainable. This means organising it close to the biathlon clubs so kids and youths can continue training.</li> <li>• The commission discussed the International Biathlon Day. Local and national differences make finding a date suitable for everyone difficult. Arranging a promotional campaign requires a lot of effort from NF. The IBU will support communication on this day.</li> <li>• The commission proposes organising International Biathlon Day on the last Saturday of May every year. TBD by EB.</li> </ul>
3	<p><b>Regional Events vs Junior Cups</b></p> <ul style="list-style-type: none"> <li>• The report for season 2023/2024 was shared</li> <li>• The commission received brief feedback from the Technical Committee meeting and discussed the future setup of the event series.</li> <li>• The commission discussed regions and options for open participation among them. Generally, there are challenges in some regions, e.g., CAN/USA, and countries with strong neighbours and set event calendars. We want to offer opportunities for youths to participate in international competitions.</li> <li>• DC supports the QP system, especially if the goal is to double the number of athletes. The QP may motivate athletes to continue in biathlon.</li> </ul>
4	<p><b>Closing the gap</b></p> <ul style="list-style-type: none"> <li>• The commission was introduced and discussed closing the gap between current top countries and those close to them in performance in the Olympics, WCH.</li> <li>• The commission suggested supporting more partnership projects and customized projects to help with this goal.</li> <li>• Sharing best practices and inspiring was seen as important. Personal meetings with NFs SG, sport directors, coaches, and other decision makers are crucial to connecting nations.</li> <li>• The commission discussed the possibility of having personal meetings with certain NF categories. As a part of the concept. The commission suggested prioritizing regional meetings with B-nations first.</li> </ul>
5	<p><b>Education of executives</b></p> <ul style="list-style-type: none"> <li>• DC discussed the initial concept of the Education of Executives project. The aim is to strengthen NFs. This would offer targeted education, using experts and mentoring. The commission suggested that education should focus more on strategic thinking and leading. NFs are missing the skills to use the</li> </ul>

	<p>tools for strategic planning. Not all nations are on the same line. Some nations are so small and cannot meet expectations. B-nations were considered the best approach.</p> <ul style="list-style-type: none"> <li>• The LS was seen as a better platform for smaller nations to learn operational work, for example, with IBU tools (Scope 2.0).</li> <li>• National motivation levels and abilities can vary. The commission suggested discussing this topic in customized, personal meetings with NFs.</li> <li>• Education was also seen as necessary for A-nations and sports directors to grow to the next level. They can learn from each other.</li> <li>• Good practice from NF GER was shared with the program CoachPLUS.</li> <li>• DC decided to start preparations for the education of executives project. The suggestion will be presented to the EB. The commission recommended targeting education first to the A/B Nations. DC suggested considering different courses for C—and D—nations.</li> </ul> <p><b>Licensing of Coaches</b></p> <ul style="list-style-type: none"> <li>• DC discussed licensing of coaches.</li> <li>• The goal is to bring coaches to the next level, professionalize coaching in biathlon, strengthen NFs, and license coaches to aim for the international level (NFs can also compare coaches if they want to hire somebody).</li> <li>• DC supports this initiative but reminds that the timeline should be long enough. The commission suggested season 2030/2031 for full-speed licensing, but not earlier.</li> <li>• DC suggested that the coaches who have already worked as coaches for a long time must be recognized.</li> <li>• The challenges will come with coaches of different areas, for example, skiing coaches, shooting coaches, and other team members. A solution could be having at least one licensed coach on a team. TBC.</li> </ul>
6	<p><b>Development projects support 2024/2025</b></p> <ul style="list-style-type: none"> <li>• 143 applications received. A lot more than the previous year.</li> <li>• The total budget is 1,900.000 EUR. Includes closing the gap project (300.000 EUR)</li> <li>• DC discussed how to handle weak applications. It suggested cutting them. IBU needs to be strict and expect good projects.</li> <li>• DC agrees to develop measurements (benchmarking) that will help evaluate the application and the achievement of goals after the project is completed.</li> <li>• DC recommends being strict and staying within the 1,6 M budget. Partnership projects are seen as more important as they create more collaboration. We should cut from weak individual projects, especially from A/B-nations.</li> </ul>

	<ul style="list-style-type: none"> <li>• DC discussed athletes' involvement after sports careers—project criteria. The commission decided that if NF had already employed an athlete last year, we would not have given more development support. The goal is to get athletes into the sport.</li> <li>• DC discussed gender equality criteria and projects. The commission decided to support women after childbirth for 12 months. The commission decided that the support could start after five months of pregnancy.</li> <li>• DC suggested that NFs should get feedback from IBU about weak applications.</li> <li>• DC supports applications for Customized projects from NF SWE and NF NOR. DC suggested requesting Liattoppen Festival organisers provide a blueprint for mass youth event organisers.</li> <li>• The development team will provide the final proposal for development support before EB – meeting.</li> </ul>
7	<p><b>Any other businesses</b></p> <ul style="list-style-type: none"> <li>• DC discussed NFs getting mentoring from IBU based on NFs needs - “Easy mentoring”</li> <li>• DC suggested having 1-2 online meetings per year with certain topics. Once a year, there is an in-person meeting.</li> <li>• The next meeting TBD</li> </ul>