

Fédération du Sport Cycliste Luxembourgeois

# Horizon 2024



LU  EMBOURG

LET'S MAKE IT HAPPEN



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Dear friends

For more than 100 years, Luxembourg cycling has established itself as one of the best federations in Luxembourg in relation to international results. Luxembourg riders have succeeded, with exemplary regularity, in winning the most important one-day events and major stage races. Thanks to these many achievements, the Grand-Duchy has its place on the world cycling map. Numerous larger nations call on us to find out how we are able to regularly have great cycling talents.

On the one hand, due to its geographical situation in the heart of Europe, Luxembourg was one of the first nations to be present at the cradle of the cycling boom at the beginning of the 20<sup>th</sup> century. On the other hand, the leaders of the 1980s and 1990s were wise enough to recognize that top-level sport must have professional structures. This was supported by the Luxembourg Ministry of Sports and so our federation was able to hire a full-time technical director, two coaches, a manager, a secretary and a technical employee. The coaching team is complemented by three physical education (EPS) teachers, partly set free of their weekly work in the schools by the Ministry of National Education to take care of young people in the training centres. At primary school level, one teacher is set free full-time of her teaching



tasks in order to train multipliers who will be able to restore the bicycle to its true place of complete motor skills (see soft mobility).

At the end of the 1990, the FSCL focused not on rapid specialisation and ephemeral success, but on long-term development, i.e. general motor training, without forgetting the specific nature of cycling. As we do not have a very large number of young talents, this has proven to be the right strategy.

In the « Sportlycée » (secondary school specializing in sports education) as well as in the training centres, young cyclists have the right structures at their disposal to pursue both studies and high-level sport (dual career)

It is now up to us to continue our efforts in this direction, without forgetting that the science of training is continuously evolving. By acting alone, you cannot achieve your goals. Who does not move forwards, goes backwards. We need to find the right answers at all levels: training, organization, finance and marketing. We must remain flexible, not remain fixed on our positions. Only those who have the courage to go beyond the limits of their club, their community will be able to find solutions to current problems. All those who join this approach will contribute to ensure that the FSCL remains one of the major federations in the Grand-Duchy.



The National Centre in Mondorf, inside the new Velodrome, is a unique opportunity to successfully advance Luxembourg cycling into the decades to come. Let us seize this opportunity with open arms.

Road racing, Cyclocross, Mountainbike, Track, BMX, Paracycling, Artistic Cycling, E-Bike, E-Sports : this is what will wait for us in the coming years.

Cycling is a very important means of maintaining our environment (sustainable development). In this area we must set a good example.

It is up to us to promote a positive image of cycling and get more and more people to ride bikes.

This brochure will guide us towards the right choices to achieve our goals.

DAHM Camille

Chairman



November 2019

## I. Federation and Clubs

The Federation, in close collaboration with the affiliated clubs, guarantees and ensures the promotion of cycling at all levels (cf approval of the Ministry of Sports). The Federation represents its clubs before public authorities and the Luxembourg Olympic and Sports Committee (COSL).

In the coming years the Federation will do its best to engage clubs as little as financially possible (see IV). Efforts in this direction have already been made over the last four years.

- The Federation has acquired electronic transponders and a « photo-finish » camera, which are available to race organisers at a low rental price. Thousands of euros can be saved. It goes without saying that technical assistance must be improved in this area. The Administrative Committee will make an *ad hoc* proposal, where all clubs, whether or not they are race organizers, must be involved.
- National Championships: Championship jerseys and medals will be provided for by the Federation. No financial bonuses will be paid to riders.
- These two points (transponders, camera, bonuses, jerseys) allow the organizing club to save at least €30 000!

Digitization (see III) will make it easier for clubs

The importance of cycling will increase in the coming years:

- Soft mobility
- E-Bike
- Leisure and sports recreation
- Competitions at all levels / from age 6 to 99 / road, nature / bicycle paths, velodrome
- E-Sports

A great challenge for all of us. Let us take advantage of this and make the appropriate platforms available to all. Everyone must be able to practice cycling at their level, without being a member of a cycling club (individual licence) →

It is up to our clubs to highlight the advantages of membership: specific support, cost reduction, safety... Due to a lack of volunteers many clubs no longer know how to take care of athletes at all levels, close collaboration between neighbouring clubs will be the best alternative. The same applies to the different organizations (see VI).





## II. Staff

In the last 10 years the technical and administrative staff at FSCL has more than doubled. A technical director, two coaches, a manager, an administrative secretary and a technical employee are currently working for the Federation. Three EPS teachers at secondary school level and one at the basic level, partly freed of their ordinary work by the Ministry of National Education, complete our technical team. These mainly support the younger age categories. In the medium term, the bicycle must become an integral part of general motor skills in basic education.

In order to guarantee, or even to increase, the quality of our work, and towards sportspeople and clubs, we must employ in the short term a coach for women as well as a specialist for the track (see Velodrome at Mondorf 2024).

With the help of the Luxembourg Institute for High Performance in Sports (LIHPS) (see V) we must be able to benefit from the skills of a physiotherapist or medical staff if we need them, and this at no extra cost.

The same applies to mechanics, specializing in cycling. This will eventually go hand in hand with the employment of staff for the velodrome.

In accordance with the adaptation of the UCI Statutes at the Congress in Harrogate (GB) on 27th September 2019, the FSCL will ensure adequate representation of both sexes on our Administrative Committee (UCI Statutes,

Chapter II : Members, Article 5 : National Federations : Obligations, point 11).

As high-performance sport has grown enormously professionally, we can no longer afford to work with volunteers all the time if we want to maintain, even improve, the current level.



### **III. Digitalization**

In terms of digitalization, we need to move forward. This will go hand in hand with the installation of an Intranet specific to the FSCL, which will facilitate the simplification of internal and external administration tasks. We will achieve our goals by implementing a modular system, in partnership with the responsible Ministries and IT Services.

The FSCL administrator will provide clubs with a key giving access to the various levels of use.

This is going to include the following:

- Applications and licensing
- Applications and authorizations
- Calendar of events
- Results (see VI)



It goes without saying that the FSCL databases have to be synchronized with existing databases (UCI, UEC, UFC, AMA, MPCC at the international level // Ministry of Sports, Ministry of digitalization, Ministry of transport, Ministry of tourism, Nation Branding, Ministry of the environment, COSL, ALAD ... at national level and must be user-friendly to be accessible to everyone.

In this way the FSCL will definitely be looking towards the future and will be able to serve as an example.



#### **IV. Finances**

In order to ensure financial planning of our forecasts and budget, the FSCL Board of Directors will try to find partners in the medium to long term.

The partnership between public authorities and privately organized sports is based on the principle of subsidiarity. This means that the Government (the Ministry of Sports) guarantees its support where federations have needs that they will not be able to meet by their own means: infrastructure and manpower (see Chapter 1, Article 3 *Loi du 3<sup>rd</sup> August 2005*).

Following duly motivated requests the Sports Minister grants us the staff that allows us to guarantee the



technical and administrative follow-up that is the responsibility of a federation like ours. However, the costs of these employees are only subsidized up to 80%. This is why we shall have to convince the political authorities to stand in for a full and direct payment of these allowances by the public authorities, in the knowledge that we are committed to a high level of socio-educational work.

It is a fact that the public authorities will remain our largest financial partner, especially by substantially subsidizing our preparatory internships, our participation in international events, which have led to the extraordinary results of our athletes. Nevertheless, it is up to the FSCL through our educational work to convince more than one private partner to join us.

If we improve our public relations through all modern media, we will certainly be able to convince more sponsors to support the FSCL.

Apart from public and private financial support, the training of our young athletes should be honoured by those (UCI, UEC, ASO, professional structures) who generate enormous sums, once a high level has been reached by our athletes. Up to now no financial compensations, not even minimal, for the pedagogical, educational and specific work at local and federal level have been given.

Cooperation with the UCI Solidarity Commission, in which the Chairman of the FSCL represents the European



Cycling Union (UEC), will be intensified, as well as in the UFC (Union of French Speaking Partners).



## V. Training and Continuous Education

A high quality of coaching goes hand in hand with a good athlete training. This takes on an even greater dimension for a small country with a limited number of athletes.

Since the 1990s, the work of the FSCL has been based on the principle of general and specific motor training. This means that young athletes are not subject to early specialisation (LTAD: Long Term Athlete Development). Good sports preparation takes at least 10 years respectively 10,000 hours to achieve all motor, physical, physiological, cognitive, emotional and mental skills. The FSCL will develop an *ad hoc* concept to implement LTAD in the long term. This concept will respect the specifications of cycling: complete physical and motor development, periodization, competition planning, concept adapted to everyone, permanent evolution.

All FSCL coaches (clubs and federation) will be in tune and speak with one voice, resulting in regular training and continuous education.

Nowadays, a specific high-level pedagogical support for young athletes is required. If we succeed in this challenge,



i.e. to be present several times a week with young people, success for the coming years is assured.

Our technical staff is in permanent contact with the ENEPS (National School of Physical Education and Sports) in order to be at the forefront of progress in training science. With the COSL (Luxembourg Olympic and Sports Committee) we are in close contact with the LIHPS (Luxembourg Institute for High Performance in Sports) and the HPTRC (High Performance Training and Recovery Centre)

In order to enable the transition to the professional environment after the sports career more than 30 students per year have been enrolled in the « Sportlycée » (Dual career) for 15 years. It goes without saying that this close collaboration will continue.



## **VI. Organizations**

Volunteers acting with body and soul in educational tasks are becoming increasingly rare. This is why our clubs encounter such a lot of problems when organizing their events; races, sports-leisure, cycling tourism, permanent events...) this is due to a certain selfishness that has established itself for two decades. However, this should



not discourage us from following our goals: to be an educational help for our young children and adolescents.

This problem can be solved in part by an increasing collaboration between our clubs. Clubs joining forces will be able to organize one or more races in addition to the existing ones. Goodwill and a real desire to advance our favourite sport will allow us to overcome some of our arguments. If we want to solve our problems, there is no point in sticking to old positions. It is not surprising that we move in circles as long as we follow the same path all the time... nothing should be left to chance. We must face the challenges and think about what is being done in training planning: « *To plan well is to replace chance with error* ». Whoever acknowledges their mistakes, can fix them!

Organizations are driven by 3 factors:

- Authorizations

Digitalization will facilitate many administrative processes

- Finances

Organizers will have the option of paying bonuses. According to a decision of the General Assembly, a registration fee may be charged. Electronic receivers (transponders) and a « photofinish » camera will be provided for a small fee.



- Manpower

An interesting collaboration with other local clubs can offer new possibilities. The same applies to cycling clubs in the region, or even beyond our borders with neighbouring clubs. The introduction of the individual licence will open up new possibilities for recruitment. Indeed, the club that does a good job will see its membership increase rather than decrease.

The National Championships, due to a lack of local organisers, will be organised in turn by the « Centre, South, North, East » regions.

*Five Fingers – One Hand*: together there are many ways to make a difference.

Cycling-tourism: leisure-cycling has been an essential pillar of our activities. As our society, in the coming years, will be increasingly oriented towards leisure activities, it is up to us to offer the necessary platforms. Digitalization (transmission of data: km, distances, maps by Geoportal...) will facilitate the task of the *ad hoc* committee. In addition, close collaboration with the Ministries of Tourism and Transport will enable us to be the first to be coordinated in the field of soft mobility, whether at the professional or leisure level.





## VII. Fairplay

Whoever thinks „sport“ should think „fair play“ !

Whoever talks about fair play in cycling, talks about a correct, honest and clean sport!

That is why the FSCL has become a member of MPCC (Mouvement Pour un Cyclisme Crédible), in addition to the partnership with ALAD (Agence Luxembourgeoise Anti Dopage) and the WADA (World Anti Doping Agency). Cycling must constantly search for the highest level of a clean and honest sport and subscribe to all actions and associations that do the same. It goes without saying that everybody deserves a second chance. However, it must also be obvious to exclude from all official function in cycling all those who re-offend!

The idea of fair play must also be implemented in everyday life, in our relational behaviour. It is not by communicating with the whole world through social networks that any problems are solved. You have to look for direct contact. Constructive criticism is always welcome and will help to move this or that project forward. *As long as two people always have the same opinion, one is too many.* Opposing ideas must have the final consequence of moving in the right direction together.

Cyclists should treat other road users with respect. Our country has a good bicycle network (cycle paths). Let us



enjoy it as much as possible, and explain why cyclists do sometimes need roads for some very specific training.



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