

Athlete Transitions Policy

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WESTERN AUSTRALIAN INSTITUTE *of* SPORT

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1. Purpose

This policy provides direction to the WAIS community for the management of WAIS athletes going through transitional experiences within their athletic lifecycle.

2. Background

- 2.1 A transition is being defined as “a set of specific demands related to practice, competitions, communication, and lifestyle that athletes have to cope with in order to continue successfully in sport or to adjust to the post-career” (Alfermann & Stambulova, 2007, p. 713)
- 2.2 In relation to an athlete on scholarship, transitions are divided into three types, Entry, Within and Exit transitions.
 - 2.2.1 An ‘Entry’ transition refers to the process by which an athlete person is brought on to WAIS scholarship for the first time.
 - 2.2.2 A ‘Within’ transition refers to processes that occur while the athlete is on scholarship. Examples include changes in scholarship level (e.g. moving from PI to DI or DI back to PI), changes in competitive level (e.g. moving from age group to open competition, national to international competition), changes in living circumstances or education/vocational commitments (e.g. school to university, moving out of the family home).
 - 2.2.3 An ‘Exit’ transition refers to the process by which an athlete ceases to be on scholarship
- 2.3 Traditionally, transition policies in sports institutes have focussed on negative consequences upon retirement from sport. More recent approaches to transitions acknowledge the relevance of other types of transitions such as entry to high performance sport and progression from junior to senior levels of competition
- 2.4 Athletes will face transitions that are unique to being a high performance athlete along with those that occur in other aspects of life. Readers are referred to Wylleman and Lavallee’s (2004) developmental model for a good overview of the transitions faced in a sporting career alongside those that might occur in an individual’s psycho-social setting and academic/vocational commitments.
- 2.5 Athletes respond differently to transition with some thriving on the challenge presented and others experience high levels of psychological distress. This is not limited to the exit/retirement transition.

3. Standards

All WAIS athletes are subject to the transitions policy.

3.1 Entry Transitions

- 3.1.1 The entry transition is to be facilitated by an induction process which is specified and recorded on the Athlete Induction Checklist. With support from WAIS staff, it is the scholarship holder’s responsibility to complete the tasks on the induction checklist. A completed Athlete Induction Checklist should be returned to the PET director and retained on file.
- 3.1.2 At the end of this process the athlete’s performance plan should be developed to include any additional resources that are recommended or required.

3.2 Within Transitions

- 3.2.1 As Within transitions are varied in nature they will be considered within normal PET processes to determine any additional support that may be required.

3.3 Exit transitions

- 3.3.1 The goal of providing transition services to athletes exiting WAIS is to support them to engage with other community resources in a manner which will sustain them for the next phase of their life. Athletes leaving WAIS are requested to go through a series of steps aimed at engaging them in their departure in a constructive manner. To achieve this goal, a range of services will be available for an approved period of time to assist scholarship holders as they progress through the next stage of their life. The PET director will have overall responsibility for monitoring and recording the exit transition process:

3.4 Warning period

- 3.4.1 When ongoing monitoring of an athlete's conduct as a WAIS scholarship holder (including progress towards training and performance targets such as being rated 1 on a critical success factor) identifies that the athlete is unlikely or at risk of not having their scholarship renewed, the coach and PET director should convene a meeting with the athlete. At that meeting, the athlete should be made aware (a) that their scholarship is under consideration for non-renewal; and (b) of specific criteria required within a timeframe that will form the conditions upon which the athlete will be retained as a scholarship holder. A written record of this meeting should be sent to the athlete and retained by WAIS.

3.5 Exit Process

- 3.5.1 The PET Director is made aware that the athlete has not met the criteria set in the warning period and will not have their scholarship renewed.
- 3.5.2 A case discussion will occur between relevant PET members (Core: Pet Director, Coach, ACE advisor, Psychologist; as required S&C coach, Physiotherapist, Doctor, Physiologist) to develop an action plan to meet the athlete's immediate transitional needs.
- 3.5.3 The PET Director, coach and athlete will meet to discuss the reasons for leaving / non-selection. At that meeting the PET Director should provide the athlete with the Athlete Exit Checklist and discuss with them the services available to them to support their transition.
- 3.5.4 Athlete exit letter prepared and sent
- 3.5.5 Athlete - ACE advisor meeting

3.6 Follow up activities:

- 3.6.1 One month post scholarship: PET director to conduct exit interview with the Athlete
- 3.6.2 Two months post Scholarship: ACE Advisor to send email reminder of services available
- 3.6.3 Five months post Scholarship: ACE Advisor to send email reminder of services available
- 3.6.4 Eleven months post Scholarship: ACE Advisor to send email reminder of services available

3.7 The services available are:

- 3.7.1 ACE: Up to 4 sessions with an ACE Advisor within 24 months of leaving to consolidate work and or education plans.
- 3.7.2 Psychology: Up to 6 sessions with a sport or clinical psychologist within 24 months of leaving to support positive mental health and thriving.
- 3.7.3 Strength and Conditioning / Physiology: Up to 2 sessions within 6 months of leaving to discuss training for health and wellbeing or programming for future sporting challenges
- 3.7.4 Nutrition: Up to 2 sessions with 6 months of leaving to assist with planning a diet compatible with health and wellbeing.
- 3.7.5 Medical: At the discretion of the CMO, some future medical costs may be covered by WAIS

4. Supporting Documents

4.1 Athlete Induction Checklist

- 4.1.1 The Athlete Induction Checklist (AIC) is a standard form specifying a number of activities new Scholarship holders should complete to enable them to feel part of the WAIS community and make full use of their scholarship benefits as soon as possible. Modifications to the AIC are permitted for sport specific purposes.

4.2 Athlete Exit Checklist

- 4.2.1 The Athlete Exit Checklist (AEC) is a standard form specifying a number of activities that exiting athletes are either requested or recommended to take part in and a number of actions that must be taken by WAIS staff to facilitate the athlete's transition.

4.3 Exit Interview Schedule and questionnaire

- 4.3.1 To facilitate organisational learning exiting athletes will be requested to provide feedback on WAIS. The athlete will be invited to contribute either through a face to face interview or by completing the questionnaire independently and returning it to WAIS.