

Athlete Transitions Policy



WESTERN AUSTRALIAN INSTITUTE *of* SPORT

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1. Purpose

To provide WAIS staff direction in supporting athletes going through transitional experiences within their athletic lifecycle.

2. Background

To successfully continue in sport or adjust to post career life, high performance athletes are challenged to adapt to specific changes in practice, competition, and lifestyle demands that are unique to elite sport. WAIS strive to support athletes to navigate these transitions effectively as guided by this policy. Four main types of transition are considered: entry, within scholarship, exit, and retirement.

Definitions

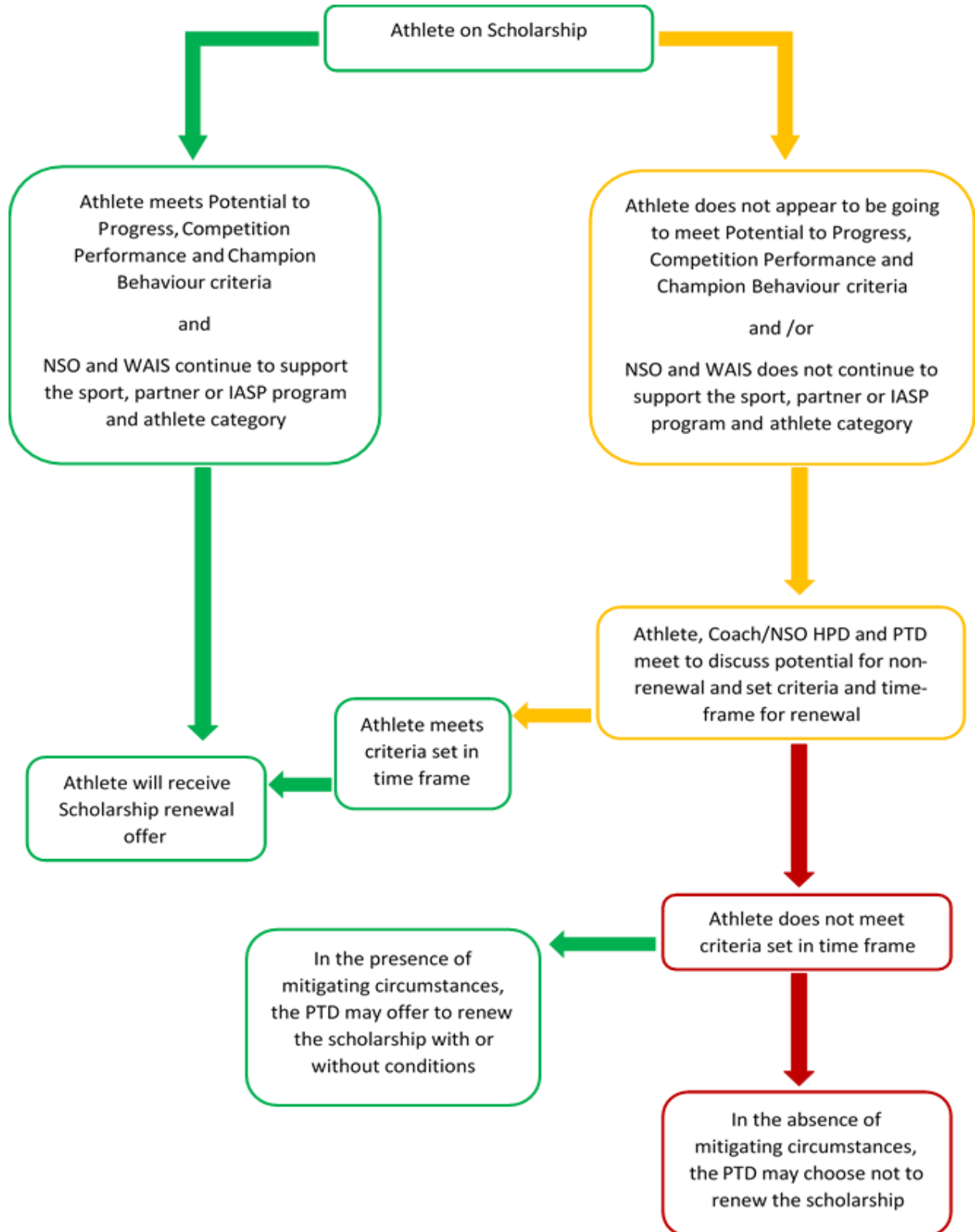
- 2.1. **Entry transition:** The athlete is identified and selected to receive WAIS scholarship support.
- 2.2. **Within scholarship transition:** Significant changes in the athlete's life while on scholarship. These include changes in scholarship level, changes in competitive level, education/vocational commitments, and changes in living circumstances.
- 2.3. **Exit transition:** Any event that results in the athletes coming off scholarship. Exits can be initiated by either the athlete or WAIS.
- 2.4. **Retirement:** The athlete retires from competing in high performance sport and transitions towards future endeavours.

3. Standards

- 3.1. All WAIS scholarship holders are covered by this policy.
- 3.2. AW&E advisors are responsible for ensuring WAIS transition processes (Appendix 2) are completed.
- 3.3. Entry transitions
 - 3.3.1. All athletes will take part in an induction process upon becoming a WAIS scholar.
- 3.4. Within scholarship transitions
 - 3.4.1. These will be considered within normal Performance Enhancement Team (PET) processes to determine the appropriate support.
- 3.5. Exit transitions
 - 3.5.1. All athletes will be offered an exit transition package at the end of their scholarship to support moving to the next phase of their life (Appendix 3).
 - 3.5.2. Except for code of conduct breaches, athletes will be given a suitable warning period with specific criteria to achieve to retain their scholarship by their PTD.
 - 3.5.3. The exit transition process will be monitored by the athlete's AW&E advisor using the Athlete Recording Transitions Database.
 - 3.5.4. Athlete access to support services will be documented in the WAIS Athlete Transitions Handbook by the AW&E advisor and an electronic copy provided to the athlete.
- 3.6. Retirement
 - 3.6.1. Retiring athletes will be contacted by the AW&E advisor for that sport to determine any support requirements for transitioning to future endeavours.
 - 3.6.2. Support will be provided on a case by case basis.

Appendix 1. WAIS Athlete Scholarship Renewal Decision Making Flowchart

Athlete Transition and Decision Making



Appendix 2. Transition processes

Scholarship Induction

All athletes will complete an induction process upon becoming a WAIS athlete that includes:

1. Completion of all screening and scholarship requirements.
2. Familiarisation with WAIS safe and ethical practice policies and process pertaining to their scholarship.
3. An induction session introducing them to the WAIS culture. This will be led by a PTD.
4. A session led by the program Head Coach or Performance Services Manager that establishes goals, standards, and expectations within their program for the upcoming season.

Transitioning to National Program

When a scholarship holder transitions into a national team or program, WAIS staff will provide a handover supported by a series of follow-up activities determined on a case-by-case basis.

Athlete initiated exit

Athletes may withdraw from their scholarship at any time by informing their WAIS Performance Team Director in writing.

WAIS initiated exit

Scholarships may be suspended or terminated for the following reasons:

1. Inability to meet required criteria for continued investment
2. Breaching scholarship terms and conditions
3. Code of conduct violations

Decisions will be evidence based and communicated to the athlete verbally and in writing by the WAIS PTD in conjunction with the coach and NSO HPD. The athlete remains entitled to the support outlined in Appendix 2.

Exit transition process

1. Except for code of conduct violations, the athlete will be given a suitable warning period with specific criteria to achieve to retain their scholarship. They should be assessed by a psychologist for risk of problematic transition, and a written record made. The AW&E advisor should be informed by the PTD/Performance Services Manager as appropriate.
2. An immediate action plan will be developed by relevant PET members.
3. The PTD/Performance Services Manager, coach/NSO HPD and athlete will meet to discuss the reasons for leaving/non-selection.
4. An explanation for exiting will be documented by the PTD on recommending the transition to the CEO in AMS.
5. If the athlete has an existing medical condition or injury, they will be requested to see a WAIS approved sports physician for final medical review.
6. Athlete exit letter will be prepared and sent.

7. The athlete will be invited to meet with their AW&E Advisor. The invitation and response will be documented.

Follow-up activities after exiting:

Time following exit	Staff member to contact
<1 month	Athlete feedback via 1:1 meeting with PTD or online questionnaire
1 month	Coach, AW & E Advisor, Psychologist
2 months	AW & E Advisor
3 months	Psychologist
4 months	Coach
5 months	AW & E Advisor
6 months	Psychologist
9 months	AW & E Advisor
12 months	Coach, AW & E Advisor, Psychologist

Appendix 3. Available exit transition services

AW&E Advisor: Up to 4 sessions with an AW&E Advisor within 24 months of leaving to consolidate work and or education plans.

Psychologist: Up to 6 sessions with a sport or clinical psychologist within 24 months of leaving to support positive mental health.

Medical: At the discretion of the CMO or other sport physician, some future medical costs (including physiotherapy) may be covered by WAIS.

Gym access for 3 months (on a training agreement) during times normally associated with the athlete's sport or at other times by arrangement with the PTD.

Strength Coach/Physiologist: Up to 2 sessions within 6 months of leaving to discuss training for health and wellbeing or programming for future sporting challenges.

Nutritionist: Up to 2 sessions within 6 months of leaving to assist with planning a diet compatible with health and wellbeing.

Additional services may be approved at the discretion of the PTD on a case by case basis.

Review and Revision

This policy, and all related appendices, will be reviewed as it is deemed appropriate.

Policy review will be undertaken by the Performance Team Director (PTD) and any revisions approved by the Chief Executive Officer.

Revision History

Date	Version	Reviewed by	Changes made
12 July 2021	2.5	PTD	Policy updated

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