A consistent privilege of working closely with Australia’s elite sportspeople is to witness first-hand the qualities of focus, resilience, adaptability, and commitment to excellence that define them. These are traits common to both teams and individuals across every High Performance sport and discipline – and that serve to make our athletes outstanding contributors to any organisation they come into contact with.

I welcome you to the AIS EVOLVE experience, and I thank you for taking the time to consider the many ways in which partnering with Australia’s elite athletes can serve to benefit your organisation.

Matti Clements
Director, AW&E
AIS

MESSAGE FROM ATHLETE WELLBEING AND ENGAGEMENT (AW&E)

UNLOCKING ATHLETE POTENTIAL.
AIS EVOLVE PROGRAM OVERVIEW

Working with a network of endorsed employers, the AIS has developed the AIS EVOLVE program which has mutual benefit to both athletes and employers.

AIS EVOLVE is an ongoing program led by the Australian Institute of Sport in collaboration with National Employers. The program exists as part of the suite of programs being managed by the Athlete Wellbeing and Engagement team to help support and upskill our elite athletes in the National Sport system. Our goal is to keep athletes in their sport longer, support their optimal performance and ensure they have good life-balance, thrive and inspire.

AIS EVOLVE connects elite athletes with work placement experiences and job opportunities across many different vocations. From casual positions and internships to full-time careers, this unique initiative recruits high performance individuals into environments that both embraces their sporting achievements and understands the commitment required to make a high-performance sporting career possible.

The AIS EVOLVE program positions elite athletes as a pipeline of human talent using their high-performance transferrable skills to benefit Australia’s workplaces within an increasingly changing world of work.

The benefit to athletes is flexible work-life-sport balance, and the building of new knowledge, skills and experience to assist in their study. It also contributes to their career development early, enhances their qualifications through work related experiences and prepares them for the future workplace roles beyond sport.

At its essence, the AIS EVOLVE program seeks to inspire athletes and business to work collaboratively and think innovatively.

To leverage athlete skills and help them pursue their passions, empower them to be ambitious positive role models in the work place. The program aims to achieve better career outcomes for Australia’s athletes, inspire others to also excel in sport and work across the breadth of Australia’s growing industries.
RECOGNITION OF AIS EVOLVE PARTICIPATION

AIS identified AIS EVOLVE Employer Partners will have the opportunity to be recognised by the AIS and National Sporting Organisations through the use of the EVOLVE Employer Partnership Seal.

AIMS EVOLVE program provides Australia’s forward-thinking employers with access to high-performance talent as a workforce solution and support the needs and goals of Australian business and workplace culture.

**AIMS & BENEFITS**

**AIMS**

The AIS EVOLVE program aims to upskill athletes by providing valuable work placement experiences critical to support and prepare elite athletes to think beyond their sport talent and be ready to excel in the future world of work.

**BENEFITS**

**AIMS & BENEFITS**

**EMPLOYERS**

- Utilise elite athlete high performance transferable skills to drive better business outcomes ie. leadership, resilience, teamwork, work under pressure, problem solving.
- Access to elite HP mindset of athletes who bring unique 'skills' in areas of communication, natural leadership and motivation of others.
- Help improve employee engagement and influence a positive culture of personal wellbeing and mental health important to all employees.
- Unlock athlete leadership potential for people improvement as knowledgeable and forward thinking employers understand organisation performance directly correlates with the quality and management of its employees.

**ELITE ATHLETES**

- Flexible working arrangements in supportive environments.
- Increased levels of community connection and contribution.
- Upskilling in pursuit of superior career and education pathways.
- Life balance, financial support, and a cultivation of personal identity outside of the high-performance system.
- Improved peace of mind knowing they are supported, giving back and being proactive in managing their career.
SKILLS EMPLOYERS NEED...

While technological innovation is driving seismic change across industry, analysis consistently emphasises the development of soft skills as the key driver of organisational success into the future. In this context, elite athletes are uniquely positioned to contribute relatable skills and learnings from their time in the high-performance environment. A glance at the top ten emerging skills named by the World Economic Forum’s ‘Future of Jobs’ report* disclose Emerging skills that are necessary for, and inherent to, success in the highest echelons of sport.

TOP 10 EMERGING SKILLS FOR EMPLOYERS

- Creativity, Originality and Initiative
- Analytical Thinking and Innovation
- Active Learning
- Technical Design and Programming
- Complex Problem Solving
- Critical Thinking Analysis
- Leadership and Social Influence
- Emotional Intelligence
- Reasoning
- Resilience, Stress Tolerance and Flexibility/Adaptability

In addition to AIS EVOLVE, the AIS is implementing a wide range of programs that complement its aims and accelerate the development of these crucial attributes across the entire AIS High Performance system.

...THAT CAN BE COLLABORATIVELY TAILORED

In line with its ethos of mutual benefit, AIS EVOLVE has been designed to offer maximum flexibility to its Employer Partners. When it comes to nominating the type and terms of their commitment, organisations select the right opportunity for their circumstances, then partner with AIS EVOLVE to further customise the solution.

<table>
<thead>
<tr>
<th>SUPPORTED ATHLETE PLACEMENT</th>
<th>ON THE RADAR</th>
<th>AHEAD OF THE GAME</th>
<th>GO BEYOND</th>
<th>LEADING MY FUTURE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Identification</td>
<td>Immersion Day</td>
<td>Vocational Placement</td>
<td>Internship Paid • Unpaid (up to 75 hrs)</td>
<td>Full Time employment</td>
</tr>
<tr>
<td>Who is it best for? What are the key elements?</td>
<td>Elite Athletes who are looking to explore, test and try different occupations or work environments to support current education or work placement choices.</td>
<td>Elite Athletes who know what they want to do, however need initial work experience to support study, reaffirm and make informed career choices and build their networks.</td>
<td>Elite Athletes who are ready to work collaboratively with an employer for the longer term and commit to advancement in employability and technical skills in their chosen field, occupation or industry.</td>
<td>For athletes who are planned and ready to retire, or who have fully retired and require full time employment. Or those who as a result of injury, retirement or de-selection are looking gain full time employment.</td>
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<tr>
<th>SELF-DIRECTED PLACEMENT</th>
<th>CASUAL</th>
<th>PART-TIME</th>
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<tr>
<td>Who is it best for? What are the key elements?</td>
<td>For elite athletes looking for better balance, a small amount of regular income and number of hours each week.</td>
<td>For athletes who need to apply their knowledge and learning on a more permanent basis during the time they study. For athletes who may be de-selected or injured suddenly and need to up the amount of work to support their financial and mental health needs prior to returning to their sport.</td>
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</table>

*https://www.weforum.org/reports/the-future-of-jobs-report-2018
WHAT WILL THE ROLE OF THE AIS BE IN THE AIS EVOLVE PROGRAM?

The AIS will support this program through the Career & Education team. Our team will:

1. Share opportunities via the AW&E Manager network, online communications and technology accessible by elite HP athletes only.
2. Facilitate Work Placement opportunities to coincide with any integrated learning at university/TAFE or school or support skills/knowledge building for athletes not studying.
3. Connect endorsed employers with Elite Athletes via AIS EVOLVE events/career expo’s and direct applications.
4. Undertake targeted promotion of Flexible Casual/Part-time Jobs and Work Placement opportunities to athletes encouraging them to build their careers and work in a variety of industries and vocations.
5. Encourage an athlete to support any employer led well-being initiatives in the workplace.
6. Work directly with participating employers to identify upcoming new vocations/job trends in industry sectors to attract future generations of HP talent.

NEXT STEPS

To be considered as an AIS EVOLVE Employer Partner, simply complete and forward the EXPRESSION OF INTEREST (EOI) document that accompanies this brochure to:

careerandeducation@ausport.gov.au

A team member from the Career & Education team will then be in touch to discuss the finer details of your AIS EVOLVE workforce solution.