

### PC: Part Time Talent Pool

Working pods deep dive

Towards a pilot: part time talent pool requires

- Identify barriers and opportunities
- Identify ways to support, recognizing a PT talent pool

ALTERNATIVE OR ADDITIONAL TO STREAM/ FLEXIBLE WORK

TALENT POOL

NETWORK

FLEXIBLE ENVIRONMENT

What is making a difference?

Capability framework, Mentoring network, Flexible work

Towards a pilot - asking the what ifs

Top 3 recommendations?

### WiHPC: Recruitment

Working pods deep dive

Objectives

Recruitment narrative: what is making a difference?

Understanding the Recruitment Journey

Recruitment Journey Map: EXAMPLE

Towards a pilot

Top 3 recommendations?

### WiHPC: Pipeline

Generic Coaching Pipeline Model

Women Coaching Pipeline Samples

24 Sports consulted

- AIS
- Athletics
- Bowls
- Cricket
- Football
- Hockey
- Mod Pentathlon
- Motor Cycling
- Netball
- Paddle
- Rugby Union 7s
- Sailing
- Skate
- Snow
- Softball
- Surfing
- Swimming
- Table Tennis
- Tennis
- Water Polo
- Wheelchair Basketball
- Wheelchair Rugby

### Parental

Towards a pilot - asking the what ifs

Top 3 recommendations?

### WiHPC: Recruitment – towards a pilot

Mapping the opportunities and enablers (refer to case study/narrative place examples)

	System	Sport	Individual
<b>Recruitment</b>	<ul style="list-style-type: none"> <li>Capability framework system wide (PT capability coach success profile - coach)</li> <li>Best practice language guidelines and support (AIS Recruitment Toolkit)</li> </ul>	<ul style="list-style-type: none"> <li>Clear capabilities using framework</li> <li>Practice on R&amp;B</li> <li>Access to best practice (L3 coaches)</li> </ul>	
<b>Shape</b>			
<b>Know</b>	<ul style="list-style-type: none"> <li>Formal network/mentor programs (case study)</li> <li>Advertising best practice guidelines (L3 coach and mentor)</li> <li>Talent pool register/ job share register (case study)</li> </ul>	<ul style="list-style-type: none"> <li>Online system support- guidelines for advertising (mentoring case study)</li> <li>Active on system talent pool</li> </ul>	<ul style="list-style-type: none"> <li>Active in formal mentoring networks (Electricity case study)</li> <li>Active on talent pool register</li> </ul>
<b>Apply</b>	<ul style="list-style-type: none"> <li>Provide broad access to professional development and mentor programs</li> <li>Access to career support (CPIN - AIS toolkit)</li> <li>Candidate role models (narrative)</li> </ul>	<ul style="list-style-type: none"> <li>Clear award process (Highly case study)</li> <li>Promote flexibility</li> <li>Candidate role models</li> <li>Support mentor programs (top on shoulder case study)</li> </ul>	<ul style="list-style-type: none"> <li>Access career support</li> <li>Frame skills/experience around capability framework (networking/mentoring)</li> </ul>
<b>Interview</b>	<ul style="list-style-type: none"> <li>Clarify/ pool for parents</li> <li>All guidelines for best practice and/or AIS recruitment coach support (toolkit)</li> </ul>	<ul style="list-style-type: none"> <li>Interview basic - refer to CPIN or self-reflection (toolkit)</li> <li>Formal panel (L3 toolkit) success with female coaches from other sport/ agency/ female on program</li> </ul>	<ul style="list-style-type: none"> <li>Interview skills assessed/career support (level 3 user pays)</li> </ul>
<b>Get</b>	<ul style="list-style-type: none"> <li>Continued mentoring network</li> <li>Capability for transferable skills and all roles</li> </ul>	<ul style="list-style-type: none"> <li>Flexible work, family environment, maternity support, pay model development, non-rate business</li> <li>AIS Resilient Behaviour Management Framework)</li> </ul>	<ul style="list-style-type: none"> <li>Active in collaborating success/role model</li> <li>Active in mentoring network for other female coaches</li> </ul>
<b>Unsuccessful</b>	<ul style="list-style-type: none"> <li>Lack capability in professional development offerings</li> <li>Talent pool - including for other project work or roles (eg EVOLE program)</li> </ul>	<ul style="list-style-type: none"> <li>Talent pool for other roles or short term roles</li> <li>Clear feedback linked to capability and development opportunity</li> </ul>	<ul style="list-style-type: none"> <li>Active in networks, development, all roles</li> <li>CPIN - reflects around talent, opportunities and capacity all roles</li> </ul>

### WiHPC: Understanding

Coaching Paradigms

Traditionally, we have assumed that we could everyone into a linear coaching "Pipeline".

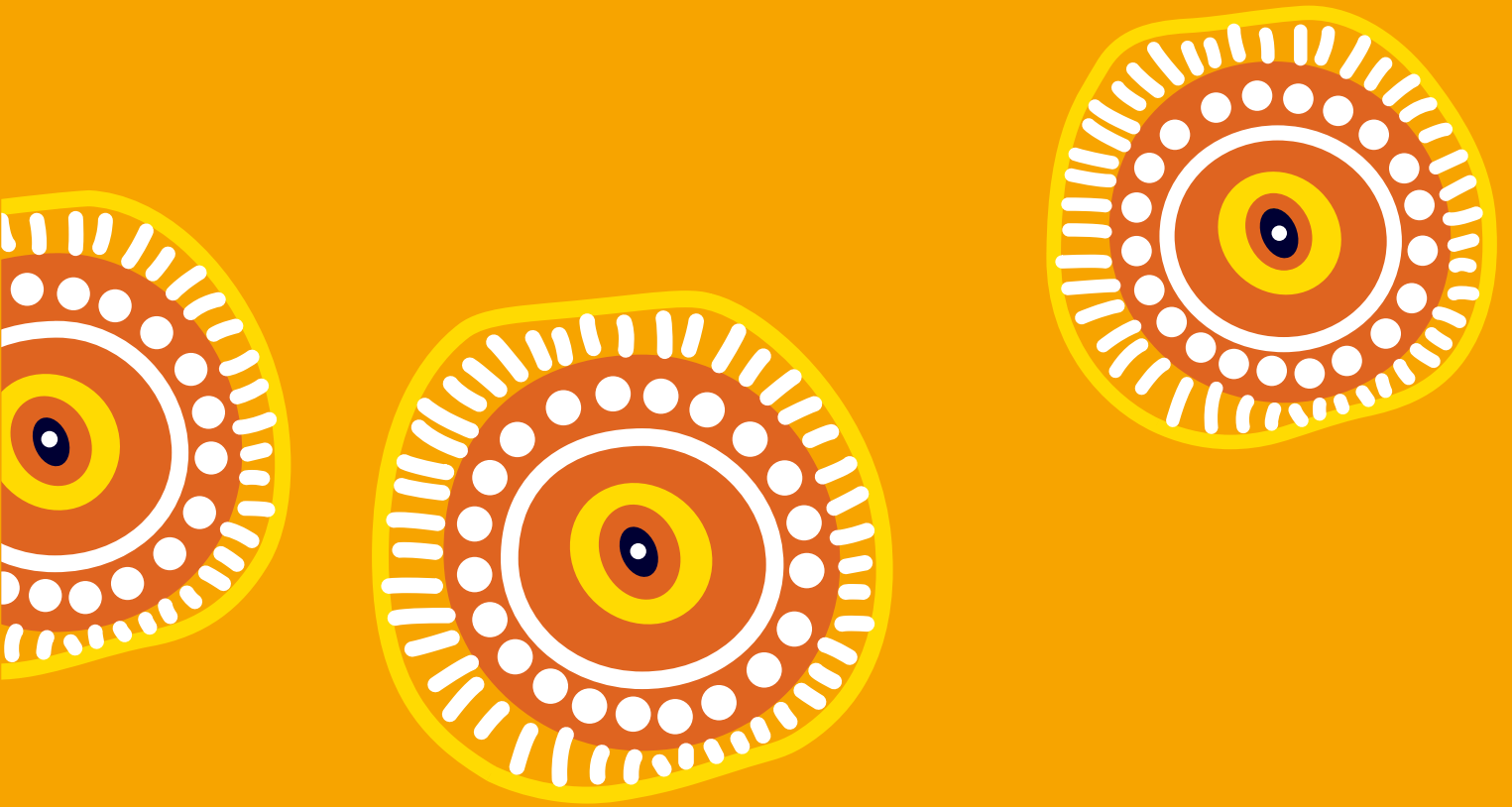
However, this narrow one-dimensional pipeline coaching journey has inherent assumptions, aspirations of coaches and thus excluded many coaches across the sports.

A multi-dimensional matrix model allows for different journeys and aspirations. Multiple can keep people in the system to give back.



# Career Support Services Pilot Women in High Performance Coaching





### **Australian Sports Commission Acknowledgement of Country**

The Australian Sports Commission (ASC) acknowledges the Traditional Custodians of the lands where its offices are located, the Ngunnawal people and recognise any other people or families with connection to the lands of the ACT and region, the Wurundjeri Woi-wurrung people of the Kulin Nation, the people of the Yugambeh Nation and the Gadigal people of the Eora Nation.

The ASC extends this acknowledgment to all the Traditional Custodians of the lands and First Nations Peoples throughout Australia and would like to pay its respects to all Elders past, present and future.

The ASC recognises the outstanding contribution that Aboriginal and Torres Strait Islander peoples make to society and sport in Australia and celebrates the power of sport to promote reconciliation and reduce inequality.

# Career Support Program – Pilot

## Background

The HP2032+ Sport Strategy clearly states that ‘To Win Well and inspire Australians we need to pursue excellence, create belonging, display courage, and build connection.’

The Women in High Performance Coaching (WiHPC) Action Plan identified 10 key recommendations for the HP sport sector to work collaboratively to impact at a system level. Subsequently, the project recognised four strategic focus areas that were identified over the course of the project based upon what is working and what we need to continue to amplify in order to Win Well. These are:

1. Behaviours, culture, and environment
2. Systems supporting delivery
3. Strategies for development
4. Visibility and storytelling

The Careers Support Program specifically targets the Systems supporting diversity and strategies for development.

## Women in High Performance Coaching (WiHPC) Recommendation 7:

**Broaden the access to, and delivery capacity of AIS career support services** focused on navigating career transitions for women coaches within High Performance pathways.

## What is the Career Support Program?

The Career Support Program (CSP) is an initiative of the Women in High Performance Coaching Project and will be delivered as a 12 month pilot (March 2025 to February 2026).

### The objectives of this project are:

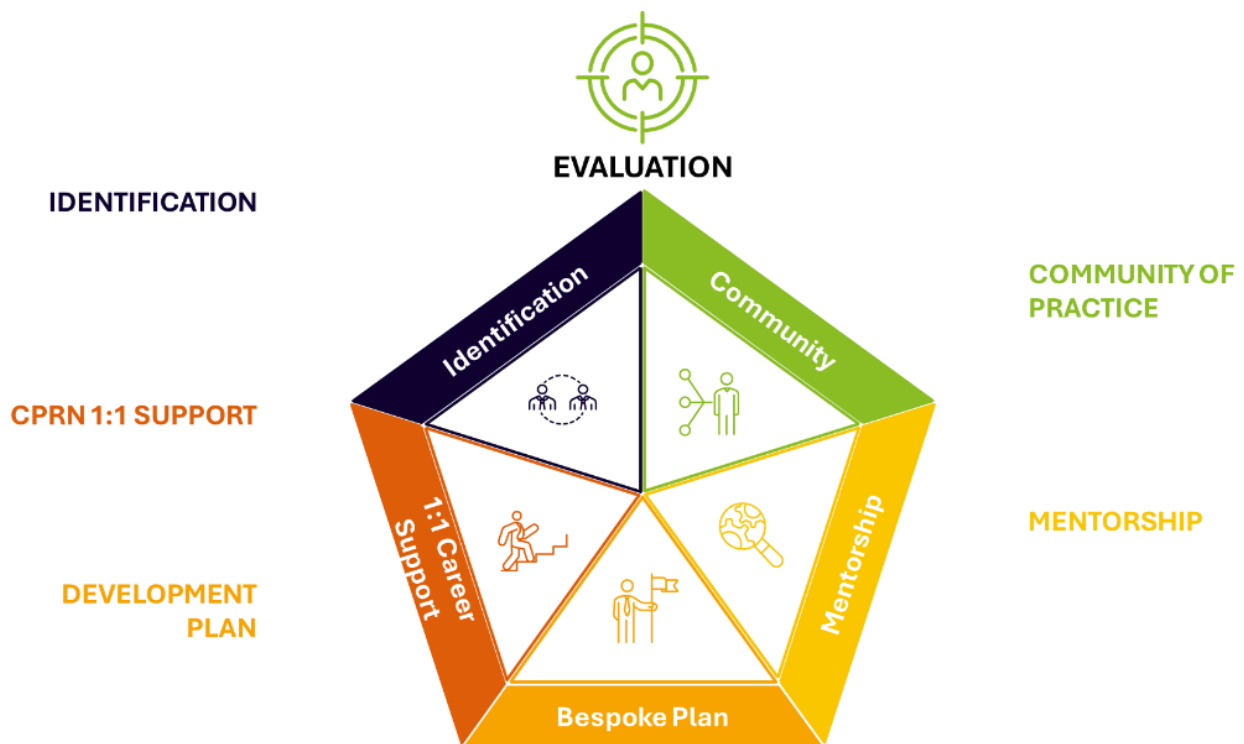
- Provide support for transitioning women coaches: Identify and support women coaches transitioning within the high performance ecosystem, addressing challenges in accessing support services and entering new roles.
- Expand and tailor career services: broaden the Career Practitioner Referral Network (CPRN) to include targeted support for coaches moving into LA '28 sports or non-coaching high performance roles, ensuring personalised career development plans and mentorship.
- Foster community and networking: through Communities of Support (CoS) with specialised facilitators promote network development, connections, and ongoing support.



# The Pilot Program

There are five components to the Program:

1. **Identify Women Coaches:** Focus on those transitioning within the high-performance (HP) ecosystem who face challenges accessing support, entering the system, or seeking career changes.
2. **Enable CPRN Services:** Broaden the Career Practitioner Referral Network (CPRN) to include coaches transitioning to LA '28 sports or other HP roles.
3. **Develop Individual Plans:** Create a personalised Coach/Career Development Plan for each participant, based on their goals and CPRN practitioner advice.
4. **Mentorship Program:** Pair participants with targeted mentors who provide support, sponsorship, or mentorship as needed.
5. **Community of Practice:** Form small groups (4-5 participants) with facilitated sessions to offer broader support and networking opportunities.



This pilot will deliver a bespoke support program that includes the **AIS career support services, mentorship, bespoke learning plans and communities of practice** to aid women coaches navigate transitions within High Performance Pathways.



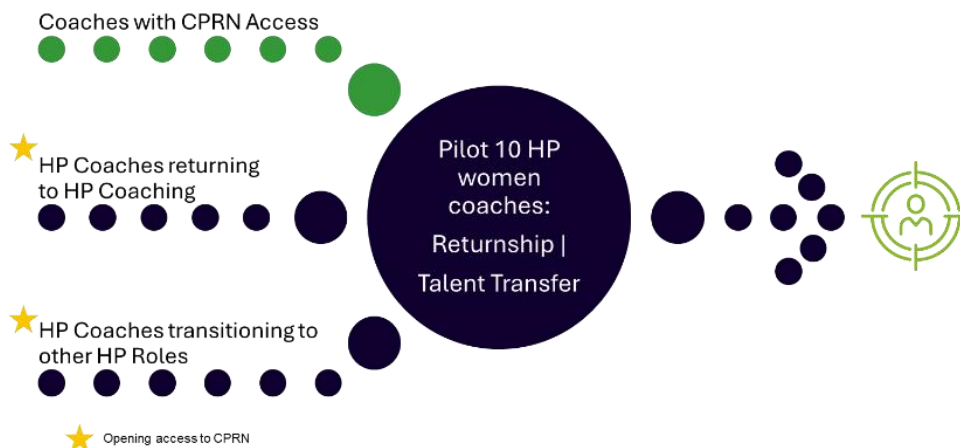
## 1. Identification

A targeted approach to engage with new LA '28 sports and women coaches who have previously engaged with the Women in High Performance Coaching Project has been undertaken.

Ten women coaches have been identified for a 12-month pilot. This includes two groups of coaches:

- Group 1: 5 Women Coaches ⇒ returning / transitioning into High Performance coaching
- Group 2: 5 Women Coaches ⇒ returning / transitioning into other High Performance Management Roles\*.

The flow chart below outlines identification process for the CSP Pilot.



## 2. Enable CPRN Services?

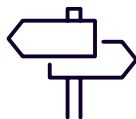
The Career Practitioner Referral Network (CPRN) is an AIS program that provides professional career advice and guidance services. The career practitioners work with high performance athletes and coaches and provide up-to-date knowledge about career development and the evolving work opportunities. Topics covered are career guidance, career planning, career skill building, resume/LinkedIn support.

Currently categorised athletes, alumni athletes and high-performance coaches have access to CPRN.

This program was initially targeted at athletes only, and it is recommended that a targeted communication plan is undertaken to broaden this promotion for coaches.



**Career Planning**



**Career Exploration**



**Career Skill Building**



**Employment Support**



**Fast Track Career Advice**



**Education and development planning**



### 3. Individual Coach/Career Development Plan

Each of the participants will all have a prepared Coach / Career Development Plan.

- A. The five women coaches transitioning within the coaching cohorts will each have a facilitated individual coach development plan (ICDP), led by the AIS HP Coach Development Team.
- B. The five women coaches transitioning into HP Management / Coach Development roles will have a facilitated career plan which **aims to** support them through a transition phase.

It is important to note that this pilot will not be evaluated on the ability for these women to transition, rather the support provided that enables this to occur.

### 4. Mentorship

Each participant will be paired with a personal mentor whose role will be tailored to the coach's specific needs. The mentorship program will be based upon the [AIS HP Mentorship Program](#) and the [AIS Mentorship Guide](#).

[AIS Coach Mentorship](#)  
[AIS Mentorship Guide](#)  
[Minerva Network](#)

### 5. Community of Support

A Community of Support will be created for each of the of the participant groups. Each group is designed to offer networking and support throughout the 12-month pilot. A specialised facilitator and convenor will lead monthly virtual meetings for each group, fostering network development, connections, relationships, and support.

“I was at a critical point in my HP coaching career and had already identified I needed a career change (from coaching). Whilst I had academic studies behind me and some ideas of ‘what next’, I needed to better understand how to apply for roles outside of coaching. I have only ever had two job interviews and did not know how to approach the application and interview process to ensure I could get the job I wanted. I have many skills acquired from my years in coaching but was unable to understand and articulate how transferrable they were to different roles and communicate this to others.”

**Female Coach, *WiHPC Project*, 2023**

“As a high performance athlete competing at a national level I never wanted to go into coaching as having a family was important to me and I did not see it would be a lifestyle that would work. Now with my children a little older I am seeking opportunities to develop and contribute to sport and would like to undertake some part time coaching but have no idea where to start. The coaching accreditation systems on the website are confusing and I have no idea of who to contact to talk about some opportunities.”



**Australian Government**  
**Australian Sports Commission**



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