



## EVOLVE

WORK  
PLACEMENT  
PROGRAM

# EXPRESSION OF INTEREST

AIS PROGRAM	DATE
Expression of Interest Open:	1 July 2020
EOI Submissions:	Open
Program Point of Contact:	Ros Holding
EOI Enquiries	<a href="mailto:careerandeducation@ausport.gov.au">careerandeducation@ausport.gov.au</a>

## EXPRESSION OF INTEREST (EOI) PURPOSE

The AIS is seeking to identify suitable and appropriate employers to participate in the AIS EVOLVE Work Placement Program (WPP), which will provide for a range of job and work placement opportunities for either current or recently retired High Performance Athletes.

The AIS is issuing this Expression of Interest (EOI) to enable respondents to submit a submission for inclusion as a participating employer in the Program. A submission will support the AIS to facilitate an assessment of the ability of the respondents to provide the requirements identified.

The AIS invites the submission of proposals from potential respondents in accordance with the requirements of this EOI. Initially the AIS is limiting this EOI to potential employers across a range of industries identified as having the potential capability and relevance offerings required under the Program. The AIS reserves the right to appoint other suitability identified employers to the program.

## AIS BACKGROUND

The AIS leads and enables a united and collaborative high performance sport system that supports Australian athletes to achieve international podium success.

In collaboration with National Sporting Organisations (NSOs), the National Institute Network and partners, the AIS strives to identify and solve strategic problems on the frontiers of ethical sporting performance.

The modern AIS is mobile and agile, helping athletes and sports to get the right services, support and expertise. The AIS campus in Canberra continues to hold its place as a driver of national pride and inspiration through an ongoing commitment to deliver on sport priorities.

The AIS partners with the National Institute Network, which already provide high-class facilities, expertise and service delivery across the country. This partnership enables the AIS to focus on areas that make it unique and that can give Australian sport a competitive edge.

Working closely with the National Institute Network and National Sporting Organisations, the AIS has developed a new operation model based on the following First Principles Approach to how we work with, collaborate and enable the Australian high performance sport system.

## AIS MISSION

The AIS mission is to lead and enable a united high performance (HP) system that supports Australian athletes/teams to achieve podium success.

The AIS drives and enables success in part through a collaborative strategic high performance investment approach to sports and athletes.

The AIS has two primary roles in the Australian HP system:

1. To lead and enable a united, collaborative high performance system.
2. To do the big system-level things on the frontiers of ethical sporting performance that no other body is naturally positioned to do.

## ATHLETE WELLBEING AND ENGAGEMENT

The Athlete Wellbeing and Engagement (AW&E) team within the AIS leads and supports every NSO to create a culture whereby they can look after the people who have shown dedication and commitment to the sport and at the same time to collaborate, strive and achieve success together.

**Our AW&E Vision is stated as:**

Australian athletes can learn, thrive and contribute to the community during their time in high-performance sport and life afterwards.

**This is supported by the Mission:**

To lead and support Australia's sporting industry to understand that a successful high-performance culture includes athletes finding the right balance between wellbeing, engagement in activities outside of training and competition and the requirements of elite sport.

## AIS EVOLVE - BACKGROUND

In delivering against the AIS AW&E Vision and Mission, the ongoing Career and Education support available to elite Australian athletes is a fundamental part of their ongoing wellbeing and ongoing contribution to Australia. Through this, there was a need identified to support our athletes in providing the opportunities for them to engage with the Australian workforce and have a variety of workplace experiences, during and post their elite athlete journey. Through this, the AIS EVOLVE Work Placement Program was established, with

the intent to inspire career opportunities and job pathways for Australia's elite athletes, to support them to learn, thrive and contribute towards Australia's future in the changing world of work.

The AIS EVOLVE Program intends to establish a structured national employer program for categorised elite athletes to work with reputable, innovative and forward thinking global, national and local employers who understand their needs and have the capability to unlock their potential as high performance people.

## PROGRAM ESTABLISHMENT

In understanding the current challenges experienced by Australia's Elite Athletes, it is identified that work experience and employment can be extremely difficult, frustrating, overwhelming and often intimidating for elite athletes. This is due to a myriad of reasons including visibility of opportunities, time commitments, athlete confidence but also the ability of the athlete to source purposeful and meaningful employment which has shared understanding and flexibility between athlete and employer.

In supporting Athlete Wellbeing, the AIS EVOLVE program, in conjunction with other program offerings by the AIS AW&E team seeks to support athletes in their ongoing development,

readiness and transition from elite athlete to post career life. AIS EVOLVE is both "Athlete and Employer" focussed and allows a smooth transition into the workforce.

Equally though, as much as there is the benefit to the Athlete, a key aspect of the Program is to recognise that the program is "Industry Focussed" as well, where Elite Athletes are valued as key contributors and role models who can use their transferrable skills gained through sport to support broader industry. The benefits are mutual for both Athletes and Employers when considering the employability of elite athletes, both during and post athlete career.

## PARTICIPATION IN THE PROGRAM

AIS EVOLVE is available to all categorised able and para athletes during and after their time in elite sport. Athlete Categorisation is a national framework to identify the athletes with the greatest potential to contribute to Australia's high performance targets. AIS EVOLVE includes emerging and developing athletes through to Podium levels. Categorised Athletes are those funded by and considered as categorised by either the AIS, their respective National Sporting Organisation (NSO) or the National Institute Network (NIN). The intention is that the AIS EVOLVE program is available, where appropriately identified and suitable, to related high performance Coaches and Alumni.

The program will be easily accessible by AW&E Managers in each National Sport through digital technology resources, which will be maintained and supported by the AIS AW&E team. It is through these resources that Employer Placement opportunities will be accessible to the Athletes and the AW&E Manager Network. These current placement opportunities will be identified and designed by appropriate by participating employers across a range of industries.

Participating employers will be selected from those that have provided a response to the Program Expression of Interest rounds, intended to be conducted every 6 months.

However, it is not restricted to these EOI rounds, and where an employer identifies that they would like to participate, they are welcome to approach the AIS to provide a submission for endorsement within the program. Employers will be assessed on their suitability for the Program objectives based on their offerings to athletes and their compliance to program requirements. It is not restricted to any size organisation, location or otherwise, however the program is not available to recruiters.

The Program would like to provide coverage across a range of industries available to athletes, so employers of all diversities and organisation types are welcome to submit their interest. Employers that conduct business that are against the fundamental values of what is identified as elite athlete attributes will be not considered by the AIS EVOLVE program (e.g. alcohol, smoking, gambling etc. related).

Participating employers will have an initial involvement in the program for a minimum of one year (through to December 2020), where both the AIS and the participating employer will take the opportunity to engage with each other and assess the success of the program participation together, and mutually agree whether participation in the program continues in line with the program objectives.

## BENEFICIARIES OF THE PROGRAM

The benefits in participating in AIS EVOLVE is mutual for both participating employers and those athletes that utilise the program.

There are a range of benefits identified and recognised for participating employers, highlighted as follows:

- a. Opportunity to harness and tap into “first hand” leadership potential and transferrable skills of elite athletes – who are used to thriving, interpreting and adapting in changeable work environments and whom consistently deliver under pressure.
- b. Transferable skills that an athlete brings, including adaptability, resilience, time management, drive and determination, self-discipline, positive mind set in times of unforeseen or complex change
- c. High Performance energy and ‘can-do’ attitude, mental toughness, ability to learn from experience and bounce back, accept and act on feedback, act as a team player working collaboratively with others and have determination and dedication to keep going on challenging tasks.
- d. High Performance behaviours that demonstrate team collaboration, leadership and being respectful of others in terms of diversity and inclusion.
- e. Recognition and acknowledgement of being part of a national ‘endorsed’ employer network supporting Australia’s most talented international and national sport representatives
- f. A unique story where athletes can demonstrate empathy and understanding in employer teams of the constant need to respond to change, set goals, reflect, learn from mistakes and recalibrate direction, articulate what it is like achieving best practice and being world class.
- g. Community engagement and demonstration of giving back to the to the Australian community, through instilling a sense of pride in being a proactive Australian business, help assist an employer with their brand profile and philanthropy work via identified Charities or Community Work

For the Athletes, the benefits that can be achieved is extensive, providing opportunities within a unique environment and program that will support them on the passage as an elite athlete and beyond. Elite athletes in workplace environments can obtain benefits and success by: building and advancing their career in an industry or industries for which they have strong passion or interest and alignment with their values/strengths.

1. using transferrable High Performance skills to help a business better manage the demands of continually changing environments i.e. leadership, resilience, team work, work under pressure, problem solving.
2. having the flexibility and support to manage ‘work’ with the commitment of being an elite athlete and pursuing their sporting HP goals.
3. exploring challenging work or tasks, learn new thinking, build skills and utilise athlete potential to work with, motivate and inspire others in a business.
4. obtaining a greater sense of self awareness of ‘ what’ different industries and occupation roles entail beyond traditional coaching, media roles.
5. using placement opportunities to align with their study or future business interests.
6. developing a greater sense of identity as a ‘person’ beyond being an ‘elite athlete’.
7. improving their personal wellbeing, balance and peace of mind including career development, financial support and networks which comes from having an understanding employer.
8. being better prepared for when they transition from elite competition level, leading to more confident, happier, well balanced individuals who perform at their absolute best during their time in sport.
9. having a ‘holistic’ perspective of also making a difference as a positive role model, being grateful in the opportunities sport has provided and giving back to others.
10. being well informed, prepared, supported, skilled, optimistic, highly valued as elite athletes, contributing to business purpose and the lives of future generations.

## PARTICIPATING EMPLOYERS - SUCCESS ELEMENTS

In providing Work Placement opportunities within the Program, participating employers should be able to demonstrate and provide a broad range of capabilities that will support the Athletes, through their role as an employee and/or as a participant in placement opportunities.

The AIS recognise the various degrees of current employer capability and expertise in the provision of work placement and career opportunities, and the vast breadth of employee offerings available. In identifying capabilities required of employers in AIS EVOLVE, the AIS identifies the following items for participating employers success in the opportunities::

### ESSENTIAL ELEMENTS:

Detail	
1	Ability to demonstrate an understanding of High Performance Athletes and incorporate their needs
2	A flexible work and employment environment, to support the type of employment opportunity, the specific athlete needs and in consideration of High Performance Daily Training Environment (DTE)
3	Demonstrated ability to provide feedback to an Athlete (and to the AIS where required) and identification of a performance management activities/structure
4	A dedicated point of contact with the AIS for AIS EVOLVE, to support program management and interaction. Where an athlete is placed in an opportunity, that there is a relevant business mentor/sponsor to directly support the athlete in the subject matter of their placement.

### HIGHLY DESIRABLE ELEMENTS:

Detail	
A	Existence or demonstration of any workplace employee, volunteering and community initiatives
B	Demonstrated commitment and application of workplace and employee wellbeing practices
C	Demonstrated practices and understanding of employer obligations in relation to human resources, risk management and WH&S practices (amongst others)

Potential participating employers should be able to demonstrate their capability against the above elements. Where appropriate, respondents may be requested to provide any supporting or associated details against any above listed element.

## PROGRAM OFFERINGS

Depending on the offerings available from Employers, respondents may elect to provide opportunities in one, some or all of the types of Placements proposed to be available to athletes under the Program.

The two groups of Placement opportunities, covering 6 different types of experiences of the Athletes align with the identified needs of the Athletes, and the ongoing feedback that we the AIS hears from Athletes in relation to career and employment as High Performance Athletes.

The AIS EVOLVE opportunities essentially reflect the different needs of an individual athlete at various stages of their High Performance athlete's life cycle. The variety of opportunities available to athletes also reflect the flexible nature of career focus for an athlete as they progress in their high performance environment.

**Supported Athlete Placement:** Athletes connect with their respective AW&E Manager or the AIS AW&E team to identify FULL TIME opportunities available (either internally or generally advertised), or for any Immersion Days, Vocational Placements or Internships available (either as a Job Placement or as an Athlete introduced to an Employer).

**Athlete Self-Directed:** Employers self-elect to place CASUAL and PART TIME positions available (either internally or generally advertised), and the Athlete self identifies and elects to apply to the position/s directly with the Employer

## PLACEMENT OPPORTUNITIES AND APPROACH

Potential participating employees must be able to demonstrate and provide their proposed solutions and offerings to the program that align with the requirements of the AIS EVOLVE Program as identified by the AIS. The submission to EOI must include details of how they would deliver against the Program objectives and requirements, either as individual placement types, or as collective group of Placement types. Where relevant submissions are to include appropriate examples of previous successful solution(s).

Regardless of what placement types are provided by the Employer, throughout participation in the Program, participating employers will be required to engage on an ongoing basis with the AIS (and key stakeholders where required) to provide updates/progress/ knowledge sharing of placement types improvements/enhancements and the nature of opportunities available under the program.

## ASSESSMENT CRITERIA

Potential employer's responses will be assessed against the following assessment criteria::

No	Criteria	Details
1	Program objectives and Value Proposition	How AIS EVOLVE is understood by the Employer, through demonstrated understanding of the Program Objectives
2	Employer and Athlete Benefit	Details in relation to demonstrating the benefits and understanding of AIS EVOLVE participation for both the Employer and Athlete
3	Placement Program Offering	Details in relation the specific program offering available from the Employer for the AIS EVOLVE
4	Organisation values, support and resources	Identification and ability to link the organisation values and proposed available resources and support to the AIS EVOLVE
5	Employer reputation and Brand appeal	Demonstration of the Employers reputation and brand appeal to the public, the AIS and the Athlete

Potential Employers Overall Risk Profile for the AIS will also form part of the assessment process.

Appointment as a participating employer will include all assessment of the above, inclusive of the overall risk assessment.

## SUBMISSION RESPONSE

Interested employers response to this EOI must include the following information to support appraisal against the assessment criteria as outlined below:

1. A brief description of your business
2. Location/s of your Business
3. Identification of the types of opportunities would like made available in the AIS EVOLVE Program
4. Overview of Opportunities that may be available
5. HR point of contact for AIS EVOLVE program – Name, position and contact details
6. Skills that are required and/or desirable of the Athletes
7. Agree Outcomes for Athletes who participate in your placement opportunities
8. Any specific conditions or work requirements prior to athlete participating

## EXPRESSION OF INTEREST (EOI)

### DISTRIBUTION

This EOI and any updates will be distributed by email, with corresponding and related information available at the following website:

[ais.gov.au/career-and-education/work-placement-and-employment-program](https://ais.gov.au/career-and-education/work-placement-and-employment-program)

### AIS PROGRAM CONTACT OFFICER

Any questions relating to this EOI should be directed to the email listed below and on the cover page.

### AIS CONTACT OFFICER

For all matters relating to this EOI, please email as follows

**Name:** Ros Holding - AIS EVOLVE Program Manager

**Email:** [careerandeducation@ausport.gov.au](mailto:careerandeducation@ausport.gov.au)

**Phone:** 0431 471 756

### EOI SUBMISSION - LODGEMENT METHOD

Submissions should be lodged via Email by the nominated closing time specified on the cover page to:

**Email Address:** [careerandeducation@ausport.gov.au](mailto:careerandeducation@ausport.gov.au)

AIS will accept Responses lodged in Word Doc (.docx), PDF (.pdf) or Powerpoint (.ppt).

Response files should/must not exceed a combined file size of 10 megabytes per email submission. Multiple email submissions are permitted, in compliance with the above requirements, and clearly identifiable for the submission as a whole.

### PARTICIPATING ARRANGEMENTS

In participating in the AIS EVOLVE Program, potential employers will be required to engage in an Agreement with the AIS. A copy of the Agreement formulated by the AIS, and will be exchanged with successful employers for discussion and consensus prior to any program activities commencing.

### INSURANCE REQUIREMENTS

Participating employers will be required to maintain adequate insurances for the duration of their participation in the program, as required by law, as relevant for their organisation and to also ensure that an Athlete participating in the program (either as an employee or participant) is adequately covered for the activities that they will perform, and in recognition of them as current or recent high performance athletes.

**Australian Institute of Sport**

Leverrier St, Bruce ACT 2617  
(02) 6214 1111

**[AIS.gov.au](https://ais.gov.au)**