



WAKO Guidelines

- *Career Development* -

Introduction: As an athlete, how do you prepare for your life after the sports career, getting the balance right is fundamental? The questions raised are:

1. Is it possible to combine your athlete career and work/study and to what extent?
2. How do you maximize the possibilities you have during your active sports career?
3. Are you good enough to estimate the value of you as an athlete?

WAKO wants to provide you some additional tools to at least raise your awareness and understanding that you become triggered to evaluate your possibilities and opportunities.

IOC and the Olympic Movement have something called Athlete Career Programme which is a programme that is meant to stimulate athletes to think, plan and prepare their life after their sport career. The pillars of this programme are:

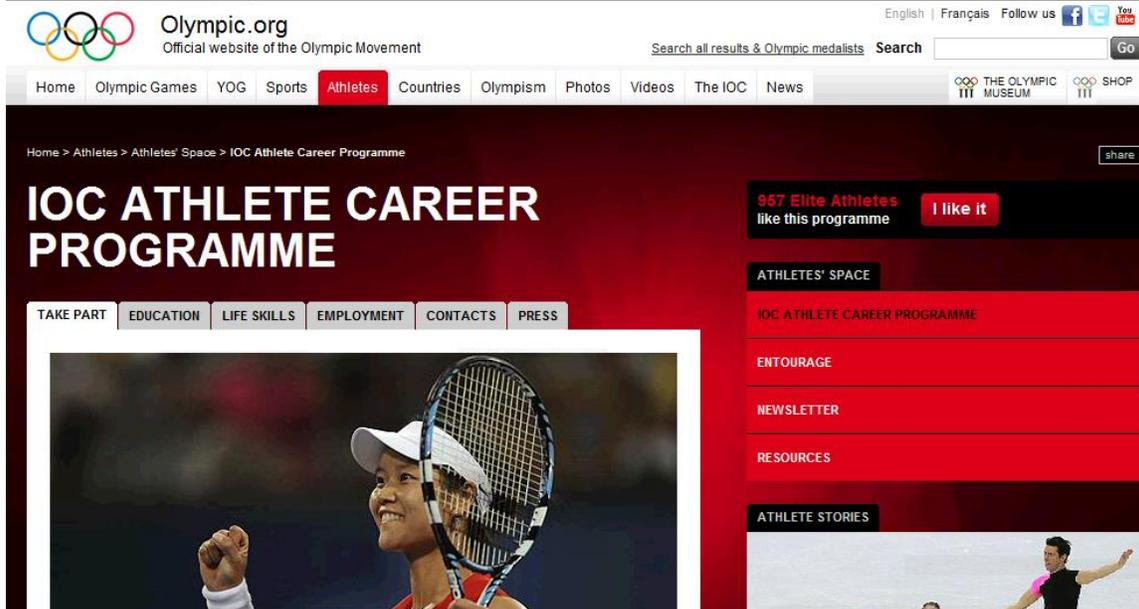
Education – Life Skills – Employment

WAKO as the governing body representing our sport is part of the Olympic movement and therefore we have access to certain services controlled and developed by the IOC and surrounding partners. The below is relevant to also inform and guide our staff to be aware of the tools already existing and to use it to try help yourself to always prepare. As a top sport athlete you have skills that is transferable directly to all sections of your life, and it is just a matter of exploiting the good position you are in, as an individual and an athlete.

Therefore, below some links and content that can guide you to the right possibilities.

Remember to be curious, to explore and expand your understanding!

If any question please contact us.



Introduction: <http://www.olympic.org/ioc-athlete-career-programme>

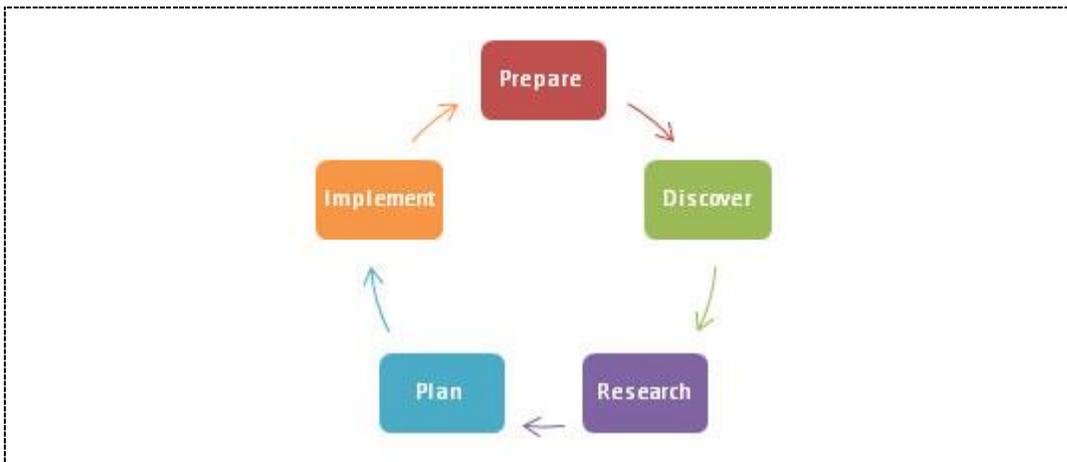
IOC Athlete Career Programme (ACP), delivered in cooperation with Adecco, supports you, the athlete, while you prepare for and go through your career transition. It provides resources and training to enable you to develop your life skills and maximize your education and employment opportunities. It focuses on three fields:

- Education
- Life Skills
- Employment

It has been designed with you in mind, based on advice from elite athletes, coaches, National Olympic Committees and experts from around the world. The programme is developed and delivered by the Olympic Movement, including National Olympic Committees, International Federations and National Federations. Specifically, we deliver this programme through 3 specific methods:

1. NOC-Adecco partnerships in over 30 countries
2. Outreach programmes are delivered in countries without an Adecco partnership and at Olympic & Youth Olympic Games
3. Online resources like the athlete's kit and the IOC Athlete MOOC

The program is designed to assist you to:



Prepare – Understand and commit to the career development process

Discover – Investigate your strengths and passion

Research – Find out more information

Plan – Devise a plan for success

Implement – develop skills to fit with your plan and begin to ‘live’ your plan

Education: <http://www.olympic.org/ioc-athlete-career-programme?tab=education>

As an elite athlete, it is sometimes difficult to be able to manage education and study whilst training and competing.

Research shows that athletes with an integrated approach of combining sport and education, life skills and employment opportunities are more likely to achieve their sporting goals, cope better with the workload and manage injury and retirement better. Elite athletes have commented that they have more confidence in what the future holds after sport when they pursue an integrated approach to their sport.

Education can be via a formal or informal structure. Formal education will result in a recognized qualification, whereas informal education may not result in a qualification but may help to add to your experience and skills.

One example of informal education is the recently launched [IOC Athlete MOOC](#) (Massive Open Online Course). The IOC Athlete MOOC is an online education platform for athletes. The content includes short courses on interesting topics such as nutrition, sport and technology, and athlete career transition, with new courses added every month.

The education pillar of the ACP provides tools and guidance for you, the athlete, to be able to excel in educational pursuits. There are resources available in the Athletes' Kit (below) to help guide you in making an informed decision in regard to the educational opportunities available to you.



[Click here to go to the Education page of the Athletes' Kit.](#)

Life Skills: <http://www.olympic.org/ioc-athlete-career-programme?tab=life-skills>

Life skills are those which help you, elite athletes, give the best of yourselves. This know-how can seem "normal" to you in the context of your sporting career. As athletes, you have to realise, however that if you really commit yourselves, you will manage to develop a whole series of really valuable resources to carry out your projects after your sporting career. Make the most of your career, of the prospects that it offers, to capitalise on areas such as media relations, public speaking, health and nutrition, financial planning, time management, setting objectives and creating and maintaining public relations.

The workplace has seen many changes. The skills that employers are looking for nowadays are those which people have acquired themselves, in the sports arena, or practicing other everyday activities.

Employers are looking for people who have life skills that can be useful in the workplace. Importance is placed on the link between life, learning and work; and on the way in which these three elements come together to promote:

- Leadership qualities and teamwork
- The ability to adapt and collaboration
- Initiative & innovation

The Life Skills pillar of the ACP gives you resources to help you focus on personal skill development. The resources in the Life Skills page of the Athletes' Kit (below) will assist you in understanding how your skills as a sports person can be valuable in other areas of your lives and provides resources focused on the development of new life skills that are beneficial for your development in sports and beyond.

To plan its career is a process that is highly individual and the content of career development can be like:

- personal study that evaluate your experience compared with your goal.
- Defining your career target and how to get there
- How to write applications and resumè
- How to maximize interviews
- Preparation of personality tests
- Plan your career
- How to build network and exploit it during the sports career
- How to use social media



Employment: <http://www.olympic.org/ioc-athlete-career-programme?tab=employment>

The **Employment pillar** is designed to provide support to elite athletes with their transition to the labour market. In an elite athlete's life, one change is certain: they will retire from elite level competition and need to enter a new career. We have found that the earlier they begin to prepare, the better the experience will be.

Information and support is provided in this pillar through three channels to support elite athletes, and the information will continue to be enhanced over time:

1) Tools and guidance are published on this web site through fact sheets, with regular updates that are available to all athletes.

2) The IOC, the IOC Athletes' Commission and Adecco cooperate with National Olympic Committees (NOCs) to organize outreach training seminars delivered on a regional basis to support Olympic athletes and athletes in training for the Olympic Games (Olympic hopefuls). For more information on these seminars, contact your NOC or athletes@adecco.com.

3) A number of NOCs have programmes in place in cooperation with Adecco to deliver personalized career services to their athletes. We have prepared an overview of these NOC territories with the corresponding [NOC Country contacts](#). These local programmes are part of the IOC Athlete Career Programme, and have been created and customized based on long-standing experience and personalised support for the needs of elite and Olympic athletes. The employment pillar is based on a two-track approach: Career development and Job placement:

- **Career development**
This includes a combination of modules customized to meet athletes' requirements for their transition to the labour market. The personalised programme helps athletes to view their athletic successes and characteristics from the point of view of the labour market, and enables them to effectively communicate their skills and objectives to the business world.
- **Job placement**
With a personalised approach built on Adecco's world-class job placement expertise, athletes are helped to leverage their unique backgrounds and capabilities with the labour market. The programme creates network opportunities and brings together employers and athletes for the perfect match and a successful working relationship.

Link to Adecco <http://athlete.adecco.com/>



The athletes Kit <http://www.olympic.org/athleteskit>

The Athletes' Kit provides information and resources for athletes at all stages of their career. Check back often as new resources are being made available

