

**2020 AFLW PLAYERS'**  
**TRANSITION SERVICES GUIDE**



[aflplayers.com.au](http://aflplayers.com.au)



# CONTENTS

RECOGNISE WHAT YOU HAVE ACHIEVED	4
A LETTER FROM MEG DOWNIE AND LEAH KASLAR	5
BUILDING YOUR FUTURE	6
END OF THE 2020 SEASON	7
MENTAL HEALTH AND WELLBEING	8
ALUMNI AND FINANCIAL HEALTH CHECK	10
AFL SPORTSREADY COURSES	12
LADDER	14

# RECOGNISE WHAT YOU HAVE ACHIEVED

**Transitioning from a sporting career can be an unsettling time but it's important to recognise what you have achieved and take the time to understand and utilise the services available to you as a member of the AFLPA.**

Being an AFLW player is a significant achievement, but that doesn't mean it completely defines who you are.

Those leaving the game in 2020 will do so with substantial memories and experiences that help shape the next phase of their lives, wherever it takes them.

One thing we've learned from our time representing footballers is that your experiences in the industry and the skills required to be an elite athlete lend themselves perfectly to all kinds of careers and lifestyles. For some, you'll know where life is about to take you next. For others, there's still some big decisions to be made.

Your AFLPA Regional Manager will continue to be your link to the Association. They're passionate people who are here to help you with the next phase of your life as you join our extensive Alumni program. As an AFLW player you are eligible to be a member of the AFLPA Alumni for the rest of your life.

Ensure you reach out to them at any stage during your transition to enable them to support you in your next steps.

I wish you all the very best.

**PAUL MARSH**  
AFLPA CEO

## A LETTER FROM

**MEG DOWNIE & LEAH KASLAR**

AFLW BOARD MEMBERS

**Congratulations on your AFLW career, you were part of a small group of women who were able to forge a pathway for the young girls all over the country. You were a trailblazer and for that you should be truly proud.**

Your contribution to not only the AFLW competition as it found its feet, but also the broader community during your football career helped strengthened us, at the AFL Players' Association, and also the industry during this history-making era.

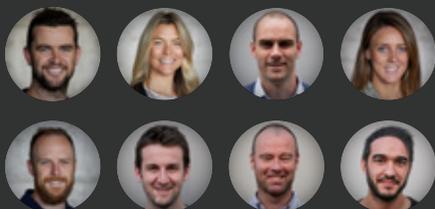
You should take solace in the barriers you overcame, the generosity you showed and stories you told in helping inspire women and men to achieve their dreams in all walks of life.

As the AFLW is currently part-time, many of us already have experience in the workforce and life outside of the industry. However this doesn't necessarily guarantee a smooth departure from the sport.

This is where this booklet comes in. The Transition Services Guide explains how the AFLPA can support you beyond your playing career so that your time in the game can be remembered fondly.



# BUILDING YOUR FUTURE



**Exiting the AFLW system will present a period of transition, which can be both daunting and exciting. We have a few tips to help you navigate the transition:**

## **1. TUNE-IN TO OPPORTUNITY:**

In times of stress or change, the brain's default mode is to notice what is wrong, to tune-in to threat and loss. We often become blind to our personal strengths, resources and opportunities available to us. Take time to intentionally tune your brain in and capitalise on the opportunities available to you right now.

## **2. VALUES-BASED ACTION:**

Make your choices in ways that reflect your personal brand and values. What do you stand for in life? E.g. respect, family, achievement, compassion.

## **3. SOCIAL SUPPORT:**

You have a network of friends, family and professionals around you that can help you manage this transition. Be proactive – tap into the people and resources you have around you.

## **4. BUILD (DON'T BURN) BRIDGES:**

It is normal to have strong emotions at this time and the challenge is to not let this take charge of your behaviour. Let off steam with the people you know and trust but think twice before saying or doing something that you may regret down the track.

## **WE'RE HERE TO HELP. CONTACT US:**

### **Marcus Drum**

Head of Regional Managers (Vic)  
(Carlton, Collingwood)

**M:** 0409 867 794 **E:** mdrum@aflplayers.com.au

### **Angie Bain**

Head of Regional Managers (WA, SA, NSW, QLD)  
(West Coast, Fremantle)

**M:** 0412 996 098 **E:** abain@aflplayers.com.au

### **Jace Bode**

Regional Manager SA  
(Adelaide)

**M:** 0421 958 355 **E:** jrbode@aflplayers.com.au

### **Luisa Meoli**

Regional Manager NSW  
(GWS Giants)

**M:** 0407 391 898 **E:** lmeoli@aflplayers.com.au

### **Mark Grainger**

Regional Manager QLD  
(Brisbane, Gold Coast Suns)

**M:** 0439 860 186 **E:** mgrainger@aflplayers.com.au

### **Braden Stokes**

Regional Manager VIC  
(Richmond, St Kilda, North Melbourne)

**M:** 0418 553 437 **E:** bstokes@aflplayers.com.au

### **Bobby Quiney**

Regional Manager VIC  
(Melbourne, Western Bulldogs, Geelong)

**M:** 0407 093 263 **E:** bquiney@aflplayers.com.au

### **Jamie Bennell**

Indigenous Relationship Manager

**M:** 0406 212 495 **E:** jbennell@aflplayers.com.au

# END OF THE 2020 SEASON

**The following information and dates are relevant to your transition out of the game at the end of the 2020 season.**

## CONTRACTS

All one-year standard playing contracts end on 31 May 2020, and all agent agreements end at the end of your playing contract. If you want to be represented by your current agent or a new agent after the end of your current playing contract, you must enter into a new agent agreement.

The Sign and Trade Period was due to commence on 22 April 2020, but due to the circumstances surrounding the COVID-19 pandemic, this period has been postponed until further notice. The earliest it will commence is 31 May 2020. We will notify you as soon as the new timing for the Sign and Trade period has been determined.

Please contact your AFLPA Regional Manager with any questions you may have about your individual contractual situation.

## THE EXIT MEDICAL

The AFL Medical Requirements mandate your club to arrange, at its expense, an exit medical examination. This examination should be comprehensive and identify all further medical treatment, including any rehabilitation, that may be required as a result of injuries suffered during the course of your employment with the club. The club must provide a copy of the report to you.

## WHO CONDUCTS THE EXIT MEDICAL?

The exit medical is to be conducted by a doctor to be mutually agreed by you and the club. If you do not want to use the club doctor for your exit medical, you and the club can agree to another doctor.

The exit medical may be conducted at a location determined by the doctor performing the exam, but cannot be conducted at the club's facilities and the location adheres

to best practices for the protection against COVID-19. This will largely be via teleconference or videoconference, unless face-to-face treatment is essential. If face-to-face treatment is required, it must follow the AFL's protocols for medical treatment during COVID-19.

## WHY THE EXIT MEDICAL IS IMPORTANT

The exit medical documents your injuries and conditions as at delisting. This may become important in relation to accessing two key benefits your contract provides:

1. Gap cover for 18 months post-delisting for injuries incurred in the course of your football employment, provided that you maintain top-level health cover and that the club approves of the medical providers; and
2. Loss of non-football earnings arising from injuries suffered in the course of your employment, including losses caused by surgery and/or treatment in connection with the injury, whether or not post-delisting.

## OFF-SEASON CONTACT

Ordinarily during the off-season, clubs may allow players to use club facilities and medical staff. However, in the current circumstances club facilities will not be available to any players (contracted or otherwise) until COVID-19 restrictions are lifted.

During the off-season, your club may only contact you on a semi-regular basis, determined by your welfare and individual needs. Clubs may not require players to participate in any activities or training sessions. Your club can choose to provide you with general fitness and nutrition plans, but cannot require you to report back on your training or fitness. If seeking support or contact from your club during this off-season, please keep in mind the impact COVID-19 has had on clubs, including in relation to staffing levels.

# MENTAL HEALTH AND WELLBEING

Transitioning out of the AFLW competition can present a period of significant change for players. The AFLPA's Mental Health and Wellbeing Team is resourced and available to players who are looking to develop their personal wellbeing and life performance post-AFLW career.

## WHAT CAN I EXPECT?

A conversation with one of our service coordinators usually results in meeting with one of our appropriately selected psychology consultants in their private practice rooms located close to your home, workplace or via eConsult (not at the AFL Players' Association offices). We offer the traditional range of mental health services, as well as more proactive services to build mental flexibility, perform optimally and flourish in life.

## WHY DO PAST PLAYERS CONTACT THE SERVICE?

Typically, to discuss a range of topics such as transitioning out of football, relationship issues, feeling flat or anxious, drug, alcohol and gambling related behaviour and other issues that pop up in our lives. People also approach the service with the aim to build resilience, to enhance their relationships, to learn mindfulness skills, to explore their strengths, or to work out how to manage retirement more effectively and leverage the opportunities a football career can bring. If you're unsure about how we can help call or email our team to start a conversation. Think of it as a proactive health check.

## WHAT DOES IT COST?

This service is provided at no cost to current or past players, as one of the benefits of your AFLPA membership.

## DOES IT MATTER IF I'VE NEVER USED THE SERVICE BEFORE?

No. While many past players may have already accessed our Mental Health Navigation Service during their playing career, some have never done so. Players find the independent and confidential service appealing because while we understand the AFL industry, the focus of discussion can be much broader.

## CONTRIBUTE TO THE VISION

We are always looking for current and past players to share their ideas and get involved with campaigns we promote or to provide a players' perspective on current and new services. You don't need a psychology degree – you just need to have an interest or passion for enhancing wellbeing, building resilience and preventing mental illness. Contact us at [wellbeing@aflplayers.com.au](mailto:wellbeing@aflplayers.com.au)

## AFL PLAYERS' WELLBEING TEAM

Our psychology consultants are located in all Australian states. You don't need to engage in the services in the city where you played football – you can access any of our network consultants across Australia. Our Mental Health Navigation Service is managed internally by our team at the AFL Players' Association.

## CONTACT DETAILS

T: 1800 448 903

E: [wellbeing@afplayers.com.au](mailto:wellbeing@afplayers.com.au)

## AFLPA PSYCHOLOGISTS:



DR MATT  
MCGREGOR



DAVID  
WILLIAMS



SENAY  
HASAN



**TACKLE  
YOUR  
FEELINGS**

KARA ANTONIO IS AN AMBASSADOR FOR TACKLE YOUR FEELINGS, WHICH IS A FREE MENTAL HEALTH PROGRAM FOR COMMUNITY AFL COACHES.



**NEED SUPPORT?  
IF YOU KNOW SOMEONE WHO  
REQUIRES URGENT ASSISTANCE  
OR SUPPORT, PLEASE CONTACT:**

**BEYOND BLUE**  
1300 224 636

**LIFELINE**  
13 11 14

# ALUMNI PROGRAM



Through the AFLPA Alumni program, recently retired and delisted AFLW players are able to access the below services.

## **DOCTORS NETWORK**

Members are able to receive timely, bulk-billed, consultation, diagnosis and advice on treatment, referral and support on musculoskeletal issues and any ongoing injuries or illnesses related to their football career, regardless of their financial situation, through the AFL Doctors' Association.

The network operates in Melbourne, Perth, Adelaide, Brisbane, Sydney.

## **INJURY AND HARDSHIP FUND**

Delisted players not included on a club list in the 2021 season may be eligible for benefits provided by the AFL Players' Injury and Hardship Fund. Among other things, the Injury and Hardship Fund assists past players who suffer financial hardship due to injuries and illness.

**For more information, please contact:**

**Tim Harrington**  
**Head of Alumni**

P: 0419 152 411

E: [tharrington@aflplayers.com.au](mailto:tharrington@aflplayers.com.au)

## **FINANCIAL HEALTH CHECK**

Retired or delisted AFLW players can meet with the AFL Players' Association's Financial Advisers to assist their financial transition from the AFLW via a Financial Health Check (FHC).

The FHC will take you through a cash flow analysis so any potential financial issues can be identified and possible solutions suggested before it's too late. The FHC will cater for your individual needs, in a one-on-one environment, covering a range of important topics. These appointments can be made by contacting Head of Alumni, Tim Harrington.

Additionally, the AFLPA Player Portal has a number of financial resources available to support you through your transition.

Log into the portal via:  
[members.afplayers.com.au](https://members.afplayers.com.au)

## **AFL PLAYERS' & AFL INDUSTRY SUPER PLAN**

The AFL Players' Association and AFL Industry Superannuation Plan was set up with a view to providing a highly flexible and low cost superannuation fund for all AFL players and associated staff, as well as allowing retired/delisted players to remain as members of the fund after their playing days have finished.





## **SPORTSREADY**

EDUCATION & EMPLOYMENT

Victoria Park, Level 3, Bob Rose Stand  
Abbotsford VIC 3067

[www.afsportsready.com.au](http://www.afsportsready.com.au)

**AFL SportsReady runs a number of executive level courses that are available for AFLW players who are looking to work in the AFL system. These courses, together with a range of certificate IV and diploma courses, are available at a cost – contact AFL SportsReady if you are interested or have any questions.**

### **AFLCA PROFESSIONAL CERTIFICATE IN AFL RECRUITING**

The Professional Certificate in AFL Recruiting is a four-week course designed to provide interested individuals with an insight into the skills, knowledge and practices used by successful AFL recruiting staff. This course is appropriate for people looking to enhance their knowledge or transition into the area of AFL recruiting.

### **AFLCA EXECUTIVE CERTIFICATE (TEACHING AND EDUCATION FOR COACHES)**

The AFLCA Executive Certificate (Teaching and Education for Coaching) has been designed by the AFL Coaches Association in partnership with AFL SportsReady to help prepare potential and current coaches to become equipped to teach effectively.

This course will provide some great insight into teaching practice and how this can be used in a coaching environment. In addition, participants have the option to complete an assessment giving participants one unit of credit in the La Trobe University Masters of Sports Management.

### **AFL EXECUTIVE CERTIFICATE IN AFL MANAGEMENT (FOOTBALL OPERATIONS AND LIST MANAGEMENT)**

The AFL is committed to investing in the education and professional development of their industry leaders. The Professional Certificate (Football Administration) has been designed to prepare and extend potential and current football administrators within the AFL.

Upon completion of the Executive Certificate in AFL Management (Football Operations & List Management), participants will be eligible for one unit of credit towards a Masters of Management through La Trobe University.

### **AFLPA EXECUTIVE CERTIFICATE (PLAYER DEVELOPMENT)**

The course aims to educate and inform participants on current best practice models for developing athletes holistically in an elite sporting environment. Although the course will focus on the AFL environment, the skill sets developed will be transferrable to other sports.

Upon successful completion students will be eligible for one subject credit in La Trobe University's Master of Management (Sport Management).

### **AFLPA PROFESSIONAL CERTIFICATE (PLAYER AGENT)**

The AFLPA Professional Certificate (Player Agent) aims to educate participants on the key aspects of player management in the AFL environment. Participants will hear from key industry figures and learn the fundamental skills required to be a successful player agent.

Upon completion, participants will be eligible for entry into La Trobe University's Master of Management (Sports Management).

### **AFLCA PROFESSIONAL CERTIFICATE AFL LIST MANAGEMENT**

The Professional Certificate in AFL List Management is a 4 week course designed to provide interested individuals with an insight into the skills, knowledge and practices used by successful AFL List Management staff. The content will be delivered by Brad Lloyd, one of the AFL's experienced list and recruiting managers.



### **AFLCA SPECIALIST CERTIFICATE - ATHLETE WELFARE & DEVELOPMENT**

The Specialist Certificate in Athlete Welfare and Development is a broad ranging 1 day course introducing participants to the complexities of managing the welfare and development of professional athletes.

Participants will get to hear first hand from experts across a range of professional sports about what they do to assist their athletes, the challenges they encounter and the processes and procedures they have put in place to ensure the athletes they look after are able to develop their full potential.

### **ADVANCED CERTIFICATE - MAXIMISING YOUR AFLW POTENTIAL**

The Advanced Certificate - Maximising your AFLW Potential has been developed by AFL SportsReady in partnership with Katie Brennan of KB Performance. The course is aimed at current and future AFLW players and their coaches. The course aims to examine the Physical, Technical, Tactical and Emotional requirements to succeed as an AFLW player.

Participants will leave the course with a clear road map of the areas they need to work on and the level they need to achieve to achieve success at the AFLW level.

### **ADVANCED CERTIFICATE - IDENTIFYING AND DEVELOPING YOUNG AFL TALENT**

The Advanced Certificate – Identifying and Developing Young AFL talent is a half day course that will help coaches, club officials, teachers and parents or U12 – U18 male or female footballers to understand what AFL Clubs look for when identifying talent as well as providing a road map to help develop young talent to give your athletes the best chance possible of becoming an AFL or AFLW listed player in the future.

## **CONTACTS**



#### **Matthew Scholes**

Head of AFL Programs  
E: Matthew.scholes  
@aflsportsready.com.au  
M: 0412 031 269



#### **Brad Jenkinson**

Manager Elite Athlete Programs  
E: Brad.Jenkinson  
@aflsportsready.com.au  
M: 0409 194 370



#### **Casey Sherriff**

National Projects Officer.  
Athlete and Sports Education  
E: Casey.sherriff  
@aflsportsready.com.au  
P: (03) 8413 3531

# LADDER

JOIN THE TEAM TACKLING YOUTH HOMELESSNESS TODAY



LADDER

AFL PLAYERS TACKLING  
YOUTH HOMELESSNESS

## Congratulations on your AFLW career and thank you for your ongoing support of Ladder.

Ladder exists to make young people's lives better. We do this by delivering services to young people aged 16-25, that improve outcomes across key life domains including self-efficacy, community connection, health and wellbeing, independent living skills and education, and employment and training (EET).

Ladder was established by a group of AFL players in 2007 who wanted to harness AFL as an industry to support young people experiencing or at-risk of homelessness. More recently, Ladder has delivered early intervention programs to young people experiencing disadvantage through the Step Up programs. Ladder is the official charity of all AFL players and our program delivery is supported by both the AFL and AFLW cohort.

### To date, program participants in our Step Up Sydney Program report:

- 100% of young people reporting an improvement in social functioning\* (average increase of 13%)
- 100% of young people reporting an improvement in daily living skills\* (average increase of 19%)
- 100% of young people reporting an improvement in self-efficacy\* (average increase of 17%)
- 100% of young people reporting having identified and tested vocational pathways\* (average increase of 23%)
- 92% of young people made connections with new friends

### To date, program participants in our Step Up Latrobe Valley Program report:

- 95% of program participants would recommend the Ladder Step Up Latrobe Valley program to other young people in their situation
- 92% of program participants feel more motivated to achieve their education, employment and training goals
- 84% of program participants feel more connected to their community
- 83% of program participants feel more independent now
- 85% of program participants have improved their physical health

Our programs are currently delivered across Victoria, New South Wales and Western Australia. Although your AFLW career is ending, we hope that your involvement with Ladder will continue. Many AFLW players are involved with Ladder in a variety of capacities, which has a significant impact on the young people we work with every day.

If you are still figuring out your next steps you could use this time to meet the team at Ladder and learn more about Ladder's programs. There are a number of ways to get involved, with varying levels of commitment available. One of Ladder's most important programs is group mentoring.

Ladder delivers regular group mentoring sessions to program participants which includes practical learning activities aligned to a young person's goals. You would have an opportunity to work directly with Ladder staff and young people by supporting the facilitation of these sessions



The impact of having an AFL player guide and support a young person cannot be underestimated. It can, and has been, life changing. If group mentoring is not for you, then we welcome you to support the delivery of a health and wellbeing session, which often includes a fitness or cooking class.

Another important way that you can support is simply by getting the word out about Ladder and encouraging others to support. Throughout the COVID-19 regulation period, Ladder is supporting young people through online program delivery. We welcome all players wanting to be involved in this new and exciting way to support disadvantaged young people.

If you are interested in getting involved with Ladder, we would love to hear from you. You can contact Ladder directly on **(03) 9416 0064** or email **info@ladder.org.au**. We hope to hear from you soon and wish you all the best for your next chapter.

**“I have found the Ladder mentoring experience a rewarding one. I have been challenged to step outside my own comfort zone and adjust my own expectations on what a meaningful relationship with another person can be. Just being there for someone and taking the time to invest in their life is sometimes all that is required. No drastic changes, or ground-breaking moments, just regular check ins. I’ve loved the opportunity to get to know my mentee and be involved in the ladder program!”**



– Fremantle FC player, Hayley Miller on her 1:1 mentoring experience.



[aftplayers.com.au](http://aftplayers.com.au)

**AFL PLAYERS' ASSOCIATION**

Level 2, 170 Bridport Street, Albert Park, VIC 3206

T: 03 8651 4300 F: 03 8651 4305

@AFLPlayers [aftplayers.com.au](http://aftplayers.com.au)