



Dream Twice

Queensland Academy of Sport - Athlete Employment Program



Supporting Queensland Athletes

The Queensland Academy of Sport supports more than 500 pre-elite and elite athletes from talented juniors to Olympic, Paralympic and World Championship medallists.

Partnering for success

In collaboration with National Sporting Organisations, our athletes receive world leading coaching, training facilities and high-performance services and support to prepare them for international success.



Dream Twice

- QAS Dream Twice provides athletes with flexible paid employment opportunities and a career pathway beyond elite sport.
- We believe elite athletes possess valuable skills that are highly sought after in the workplace.
- This is an opportunity for Queensland businesses to support Queensland athletes on their journey.
- [Click here](#) to find out more about the program.



QAS DREAM TWICE
ATHLETE . EDUCATION . EMPLOYMENT . CAREER

Insights into athlete mental and financial health

The Australian Sports Foundation recently commissioned research to understand the experiences and issues our athletes had faced over the past 12 months and look to identify ways to better support the sector through sustainable fundraising revenue.

Findings released by the Australian Sports Foundation in their 2023 report 'Running on Empty' showed the following alarming statistics:

ELITE ATHLETES



Almost half of the country's athletes are earning below the poverty line

32% are reporting not to have a job after competing

Elite athletes are in financial distress

Source: Australian Sports Foundation report 'Running on Empty' 2023





61% of athletes surveyed
are looking for casual work
and 90% can work up to
22hrs per week



55% of athletes surveyed are
looking for work aligned to
their study or career goals



Athletes are looking work that
provides a degree of flexible
work hours and conditions



Industries of interest to
athletes include sport, health,
business and education

Athlete Survey

What are our athletes looking for

In 2023, the QAS Athlete Wellbeing & Engagement (AW&E) team surveyed 126 athletes to see what type of work they were interested in, how much time they could dedicate to work and the important factors to consider when designing the Program.

Key criteria for program success

The program has been designed to ensure our athletes are **employment ready** and the Dream Twice partners understand the importance of **flexibility** and **open communication**.

Dream Twice Partners

Supporting the athlete journey

- Dream Twice officially launched on 21 November 2023.
- The program generated overwhelming interest, with 10 partners joining within the first 12 months.
- Hear directly from our partners about their experience by watching the [Dream Twice showcase video](#).
- We also offer opportunities for athletes and partners to connect through career conversations at our annual Careers and Education Expo



Athlete Placements

LSKD Bree Masters

Bree Masters is an Australian track sprinter and member of the national-record-holding 4x100m relay team. She also works as Brand Ambassador and PR Coordinator for LSKD.



TRADE +
INVESTMENT
QUEENSLAND

Bailey Armstrong

Bailey Armstrong is an Open Water Swimmer and a QAS-supported athlete who works as a Project Officer at Trade and Investment Queensland. Watch a case study on how the Dream Twice program has transformed Bailey's life [here](#)

QAS Jackie Narracott

Jacalyn Narracott is an Olympic Skeleton racer who won silver at the 2022 Winter Olympics in Beijing. Recently retired from competition, she now works at the QAS in the Talent and Coaching team.



Onboarding Process

Athlete

- ✓ Meet with QAS AW&E Practitioner
- ✓ Individual Life Plan
- ✓ Employment Ready
- ✓ Apply for positions of interest
- ✓ Interview
- ✓ Induction with Employer
- ✓ Regular check ins

Partner / Employer

- ✓ Business suitability review
- ✓ Partnership discussion
- ✓ Contracting
- ✓ Introduction to AW&E team
- ✓ Positions advertised
- ✓ Athlete introduction
- ✓ Successful placement and check-ins

Employer Requirements

- ☐ Offer and adhere to flexible work hours and conditions.
- ☐ Provide an additional 10 days paid travel leave for the athlete's high performance training competitions and camps.
- ☐ Provide athletes with a mentor from within the organisation, for the duration of their employment.
- ☐ Allocate a workplace supervisor to the athlete and ensure this person is aware of their responsibilities during their employment.
- ☐ Arrange for the workplace supervisor to meet with the QAS Athlete Wellbeing and Engagement Team to discuss the athlete's progress on a quarterly basis.
- ☐ Arrange for the appropriate contact to meet with the QAS Partnerships Team to discuss partnership opportunities.
- ☐ Induct athletes into the workplace on their first day of employment, by: 1. explaining workplace policies (including code of conduct). 2. explaining the tasks athletes will undertake during the employment. 3. explaining processes for reporting problems or issues to their workplace supervisor.
- ☐ Ability to accommodate inclusion and diversity requirements of all athletes
- ☐ Provide athletes with relevant and appropriate training, where required, including support to participate in Dream Twice Excel Lab as professional development.
- ☐ QAS will vet proposed employers and make an introduction between an athlete and the potential employer. It would then be up to the athlete and potential employer to enter into an employment contract.

Inclusion & Diversity



Employment for Paralympic Athletes

- The QAS currently support **97 para-athletes**.
- An important part of Dream Twice is to ensure our Paralympic athletes are provided with equal opportunity for flexible employment and workplaces are accessible for our athletes.
- We have resources available to share with employers via our alignment with Paralympics Australia to assist with ensuring job ads and workplaces are set up for accessibility.

Want to know more?

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Thank you