

Next

Member Transition Manual



Contents

ACA Services During Transition	04
Staying Connected	
ACA Premier Cricket Program	08
Masters Tour	09
Elite Coaching Program	10
Member Functions	11
Game Development Program	11
Playing W/BBL Cricket or Cricket Abroad	13
MyWellbeing	
Caring for your Wellbeing	16
Wellbeing Network	20
Health Check	21
Health & Wellbeing Grants	22
Medical Support	23
MyCareer	
Career Development	26
LinkedIn Learning	27
Education Grants	27
Cricket Internships	28
Work Placement	30
Financial information	
ACRA	34
Financial Health Check	35
Player Hardship Fund	35
Your Player Transition Manager	36

Congratulations from the ACA

Playing cricket at the elite level is something of which you should be very proud. It is not something achieved through talent alone, but also through years of discipline and sacrifice.

This is something that will hold you in good stead not just for the next phase of your playing career, but for your life outside of cricket. So too will the fact that you don't reach this point in a cricketing career without having learned a lot about yourself.

But life always throws us a challenge in which we could use some support, and the ACA has put together this resource that will cover many of the most important aspects for you to consider, regardless of the stage of your career.

For those of you transitioning out of elite cricket, the ACA provides a range of support for players in transition, and I encourage you to take advantage of these services.

While there may be challenges to come, there is also great opportunity ahead. What we hope you find is that the skills you have developed as a player are incredibly useful for life away from the field, and the ACA can provide the support to help you embrace that.

Remember that the ACA is always here to help.



Todd Greenberg
Chief Executive Officer

ACA Services During Transition

It is important to know the ACA is always here to help you. We understand that the first years outside of cricket involve a lot of change and we extend the following services to you for three years post State contract and 12 months post W/BBL.

- Individual assistance from ACA Transition Manager
- Education Grants
- Access to paid work placements
- Financial health check and planning
- Wellbeing support services
- Career services
- Unique networking opportunities



ACA Key Contacts



Todd Greenberg
Chief Executive Officer

E tgreenberg@auscricket.com.au
P 0419 211 093



Justine Whipper
National Manager Player Development & Wellbeing

E jwhipper@auscricket.com.au
P 0402 327 238



Carla Dziwoki
PDM National Players & Transition Manager

E cdziwoki@auscricket.com.au
P 0422 389 755



Amanda Sheldon
Transition Manager - Female Program

E gameplan@auscricket.com
P 0417 823 424



Erin Todd
Transition Manager - Male Program

E gameplannext@auscricket.com.au
P 0421963 108



We'd love you to stay involved with Cricket and offer a variety of programs and events you can do throughout the year.

ACA Premier Cricket Program	08
Masters Tour	09
Elite Coaching Program	10
Member Functions	11
Game Development Program	11
Playing W/BBL Cricket or Cricket Abroad	13



ACA Premier Cricket Program

If you are still interested in playing Premier Cricket or keen to take up a role as a coach and/or mentor at a Premier club you may be eligible for funding through the ACA Premier Cricket Program.

This is a good way for you to stay connected to your cricket community and a rewarding way to develop the next generation of cricketers.

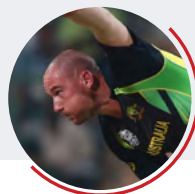
The ACA Premier Cricket Program engages members in various roles including:

- > Head Coach
- > First Grade Player
- > Player Coach/Mentor
- > Director of Cricket/High Performance Manager
- > Assistant Coach
- > Junior Talent Coach

“

Through the Premier Cricket Program, I have enjoyed working with some of the Frankston youngsters. I've loved chatting to them about their cricket aspirations and the challenges in the game...I've shared a few bowling tips with them too!

John Hastings



Masters Tour

The ACA's Masters tours offer an opportunity to engage with grassroots cricket. Teams of current and past players attend regional tours to promote and grow the game across Australia. The ACA run a number of tours per season. The tours offer a daily payment of \$500. Please let the ACA know if you're interested.

“

I think Masters tours are brilliant. We were able to energise the towns, not just the cricket community, through our clinics, exhibition games and visits to local charities. The ACA were great in looking after everything we needed and it was refreshing to see some old team mates and meet some new ones as well.

Josh Lalor





Elite Coaching Program

We are committed to developing you as a coach. Your skills, experience, profile and knowledge is invaluable to teaching the next generation of cricketers.

Representative courses (level 2) are delivered by each State Associations at various times throughout the year. Course dates can be found online at www.community.cricket.com.au/coach/accreditation. The ACA subsidise the full course fee for members. Cricket Australia deliver an annual High Performance program (level 3) at the National Cricket Centre (NCC). This course is conducted by invitation only and ACA members are given a contribution towards the \$6,000 course fee.

Member Functions

Member functions are a great opportunity for players; past and present to socialise and reconnect with former teammates over a relaxed lunch hosted by the ACA.

These days are held in conjunction with the State Associations and generally take place at a Test match in each State over the Australian Summer Series.

Invitations are sent via email to all members currently living in the state that the function is occurring. These days are at no cost to you but spaces are limited and allocated on a first in first served basis.

We look forward to seeing you at our next function!



The ACA Member function is a great opportunity to catch up with cricketing friends and old teammates over a drink and some action in the middle. The functions are always well organised and is a great event on the cricket calendar.

Emily Divin



Game Development Program

The ACA's Game development program is a chance to stay engaged in cricket through coaching and mentoring at grassroots level. It offers paid appearance opportunities, starting from \$500.

Approximately 200 ACA Members are already getting out there inspiring kids, club and coaches to play and stay in cricket. The ACA deliver approximately 600 appearances a year, and distribute approximately \$300,000 directly to members.





Playing W/BBL Cricket or Cricket Abroad

If you are still playing W/BBL cricket in Australia it is important to know you will still have access to all of the services offered to you as an Australian/State cricketer and entitlements as per your contract.

To access any of the ACA services you are encouraged to contact your Player Transition Manager in the first instance. When you finish playing W/BBL your transitional support will be extended for 12 months post contract.

For those playing County cricket or players competing on the International T20 circuit we encourage you to reach out to your Player Transition Manager for any assistance and they can help facilitate what you need.

There are a number of domestic T20 tournaments played around the world. It is important that you review and understand the terms of these contracts. The ACA and FICA, who is your international representative body can assist you with any contract terms or security and safety queries that you may have when consider overseas playing opportunities.

If you think you would benefit from accessing psychological services whilst abroad, we can help set up a Telehealth session with an Australian based psychologist or explore options through our International counterparts.



MyWellbeing

Caring for members physical and mental health

Caring for your Wellbeing	16
Wellbeing Network	20
Health Check	21
Health & Wellbeing Grants	22
Medical Support	23



Caring For Your Wellbeing

Transitioning can come with a lot of different emotions. It can be an exciting time with lots of change and possibility; but also a time of uncertainty. It's helpful to employ some specific strategies to make your transition as smooth as possible.

Self Awareness

Every athlete experiences transition in their own way, and on their own timeline. It's an opportunity to gain an even better insight into your own psychological processes. As you transition it may be useful to monitor yourself throughout the process. This includes your thinking styles and patterns (your self-talk), your emotions (what you're feeling, when, why, how intensely), your behaviours and urges. Try to observe yourself in a non-judgemental way to get an understanding of your mental state. Tuning into your mental health is really helpful in applying strategies sooner rather than later, hence maximising their effectiveness.

Emotion Regulation

Once you raise your self awareness, you can try to manage your emotions by employing different strategies. You have probably honed some great emotion regulation skills over your athletic career; it's important to use the strategies that have worked for you in the past, as well as being open to learn new ones. Emotion regulation strategies can include: mindfulness (eg. the Smiling Mind app), thought challenging, gratitude practices, self-compassion and humour.

Identity

We form our identities over time based on our experiences, hobbies, family and friends. As an elite athlete, a lot of these aspects involved cricket for a long time. As you can see from the pie chart, a big chunk of your identity has been about cricket up until now. Transitioning athletes can be daunted about filling the gap in their identity that is left by no longer being an elite athlete. Over time, you will work towards filling the gap. In the meantime, it's important to focus on the parts of your identity outside of cricket that are already established, this is something the ACA can help you with.

Also, as a cricketer you developed some personality traits that will help you in your future career and with your transition. It's helpful to identify these traits and how they can help, such as leadership, focus, goal-setting, communication, teamwork and dedication.

Social support

It's important to shift from having a social support network from primarily within your sport to one including people outside your sport: family, non-cricketing friends and fellow retired athletes. Communicate regularly with this network about both your transition experience as well as other things in your life. If possible, seek out a mentor that has been through a transition out of sport before, and can give you advice based on his/her experience. As a cricketer you saw your teammates regularly. This may no longer be the case for you and socialising may now take more planning and consideration.





Structure

As an elite athlete, your routine is highly structured and often determined for you. You have been told where to be, what to eat and how to train for some time. Now it's up to you. The danger here is that you regularly make unhealthy food choices, don't exercise, stay up late or sleep in, isolate yourself and put off commitments. For many reasons this can lead to low mood. That's why maintaining a healthy but somewhat flexible routine is important.

This may include:

- A healthy sleep routine (going to bed and getting up at a similar time each day)
- Continue to make healthy dietary choices
- Regular exercise
- Regular and planned socialising
- Filling your day with both things you need to do and things you enjoy doing

Red Flags

Your transition journey will be one of self-discovery. You will learn about strengths and weaknesses you may not have realised you had. There are some things to look out for along the way. It is fair to expect some changes in any or all of the things listed however, if they are ongoing and are having a negative impact on you or your relationships please access support.

These may include:

- Changes in mood or thinking styles
- Changes in appetite, energy, motivation, concentration and libido
- Changes in sleep patterns

The ACA can help you access confidential support through the Wellbeing Network.

Attitude and Actions

A change in your routine can lead to feelings of being out of control. The contributing factors to your transition can also impact on these feelings, such as retiring due to a significant injury or not having a contract renewed. Two things in life that you can control your attitudes and your actions. Your attitudes towards your career, your transition and your future will significantly impact your mood.

Although these attitudes may fluctuate over time, try to adopt:

- a sense of gratitude towards your playing career (eg "what went well? What did I get out of it? Who am I because of it?")
- a sense of mindful acceptance of your transition experience ("this may bring up a lot of different thoughts and emotions, but I have the strategies and support to work through whatever comes my way")

- a sense of hope and excitement for the future ("now I've got more time to spend with my family, work on that project, learn new skills to enhance the ones I already have").

Thinking about your values, that is, your moral compass and what kind of person you want to be seen as being, try to match your day to day actions to mirror these values. With helpful attitudes and actions, you are more likely to feel in control and have a more positive transition experience.



Wellbeing Network

If you would like to speak to a professional about your transition, set new goals or any other mental health and wellbeing concerns, the ACA will fund up to six sessions with a psychologist of your choice.

This service is confidential and your name will be removed from invoices so your details remain protected.

The ACA offer a number of options to help you care for your mental health and wellbeing:

Benestar

Benestar is a 24/7 confidential service available for all ACA members.

To access this service call 1300 360 364 and they will put you in touch with someone in your area that can support your needs. You can also go online and visit BeneHub. Use ID: ACA, token: ACA01 to access resources or live chat with a social worker or psychologist.

Your partner and /or family are also welcome to use this service.



External Referral Network

The ACA is connected with qualified mental health professionals nation wide. Your transition manager can help you find someone if you don't know where to start and help you on your way to better mental health.

If you are in danger and need immediate assistance, call 000 for emergency services.

Health Check

The ACA Health Check days are a core service for ACA members and continue to be an important initiative for early detection of health conditions. Approximately 40% of members are referred to specialists for further medical intervention.



The Health Check day is an important date on the calendar! I always make sure I book in especially for the mole scan as it has helped me identify any changes to my skin. I also enjoy catching up with current and past players when I'm there.

Alex Blackwell



Health Care Professionals will provide services such as:



Skin Check

A top to toe skin examination to check for any moles, freckles, or abnormal skin lesions.



Health Appraisal

A suite of examinations including cholesterol & glucose 'finger prick' test, hip/waist ratio calculation & blood pressure measurement.



Vision Screening (bi-annual)

A comprehensive four-point vision screening test for near sight, far sight, colour vision & oculomotor co-ordination.



Audio Testing (bi-annual)

In this fully computerised screening, the audiometrist will determine a participants 'hearing threshold level' (the softest sound you can hear) and compare the results against standardised 'normal' test results, with any difference being attributed to a deterioration in hearing.

Invitations are sent via email to all members currently living in the state that the Health Check is occurring. These days are at no cost to you but spaces are limited and allocated on a first in first served basis.



Health and Wellbeing Grants

When you come off all forms of contract, you are eligible for an annual grant to contribute to your health and wellbeing up to an amount of \$200. The grants are paid as a reimbursement and are typically used for gym/sports club membership or health insurance premiums. You will be notified by email when applications open in July each year. Applications close 31 March.

Medical Support

It is recommended you receive a medical screening within two months post contract. Your State Association will pay any excess medical costs incurred for consultations, corrective surgery or rehabilitation treatment for any pre existing injury obtained whilst you were on a contract for six months post contract.

If you sustain a new injury or are admitted into hospital post contract you will be able to access the Medical Support Scheme. You are eligible for a reimbursement of up to \$500 per visit for out of pocket costs. The reimbursement is typically used for the excess payment, but can also cover expenses like the anaesthetist or and travel and accommodation costs you incur.

Additional reimbursements of up to \$2,000 are available if you are in financial need, requiring more significant procedures or facing high out of pocket costs.





MyCareer

Member career planning

Career Development	26
LinkedIn Learning	27
Education Grants	27
Cricket Internships	27
Cleary the Curator	28
Work Placement	30



Career Development

When you are ready, the ACA is here to help you pursue your non-sporting goals which may include getting into the workforce.

Michael Page

 michaelpage.com.au

The ACA have teamed up with Michael Page Recruitment Agency and together we can help you gain confidence and skills to prepare you for your next career.

Here's some things we can help you with:

- How to make your resume stand out from the crowd
- Interview preparation
- Perfecting your social resume
- Outplacement services
- Salary expectations
- Career exploration
- Industry trends

LinkedIn Learning

As a transitioning athlete you are eligible to apply for a LinkedIn Learning licence which will give you access to an online training library with over 1,400 courses and 82,000 videos with new material added weekly.

LinkedIn Learning offers quality, in depth tutorials presented by experts in the areas of software, creative and business skills. These courses can help you build your confidence as you prepare for the workforce or help you develop a variety of life skills.

Education Grants

You might decide this is a good time to pick up some study or training to upskill yourself to support your transferrable skills moving into your next career.

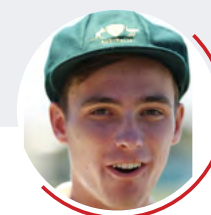
Funding is available for up to \$4,000 per year for three years post State contract and 12 months post W/BBL.

Support is not limited to study and can be used towards conferences, mentoring and professional development which are all good learning opportunities and help build your networks.

“

Having access to the Education Grants whilst off contract has given me the piece of mind that my studies are supported in my transition out of the game. I thank the ACA for their continued support.

Sam Grimwade



Cricket Internships

If you aspire to work in Sports Administration, the ACA in partnership with Cricket Australia and the State Associations offer paid internships to help you develop your career in this area.

Opportunities are offered annually in a variety of different areas. A number of interns have gained permanent or ongoing employment post placement.

Cleary the Curator: How the ACA's Internship Program is Helping Players Secure Full-time Employment

The ACA Internship Program is an example of how current players are funding initiatives to benefit fellow members and strengthen the game.

An internship opportunity provided by the Australian Cricketers' Association has led to full-time employment for Piepa Cleary.

The 24-year-old embarked upon a 380-hour turf management and curating internship with the WACA via the ACA, from which she secured permanent employment at Perth's Kent Street State High School.

It's now been one year since Cleary began working at Kent Street, and she says it was the ACA that helped her take that next step to propel her career and passion away from the field.

"Without the internship, there's no way I would have found a proper job outside of school. I didn't know anything before I started the internship, I just knew I was really interested in turf management. So, to

be able to do that for six to eight months, and learn enough to do an actual job outside was awesome. Thanks to the ACA for the Internship Program."

Every season, the ACA advertises paid internship positions for members looking to develop their careers away from the field. The program has been made possible through funds donated by the current players, and through partnerships with state cricket organisations nationally.

Cleary says her passion for curating began at a young age as she started getting into cricket and was prompted by her Western Australian Player Development Manager to apply for the role when it became available. While learning her trade on some of Australia's most renowned wickets, including the WACA and Optus Stadium, Cleary was able to gain the essential experience and skills required for the job. "I just find turf management really satisfying and something I've always wanted to get into. I like getting a pitch up and ready and then actually playing a game on it and seeing a result. I find it quite satisfying. So, to be able to do that over the last couple of years, has been really good.

“

It was honestly just the best opportunity that came up. It couldn't have really worked out any better for me to be honest. It just fitted in with cricket.

Piepa Cleary

"I basically learned everything through the WACA. The guys and the girls there are awesome. They have a lot of knowledge and they've been doing it for so many years. So, to see how they do it, in each of their different ways, was really interesting. I learned



so much through them and I've been able to take that back with me and continue learning. I also go back to a couple of the curators I'm close with and ask some little questions if I need help or advice on things."

The advantage of the ACA's Internship Program is the flexibility it provides current players to juggle both cricket and work at the same time. It also offers players an avenue to upskill themselves while on contract with an eye on a post-cricket career.

"It was honestly just the best opportunity that came up. It couldn't have really worked out any better for me to be honest. It just fitted in with cricket."

"I definitely want to have some options and this is hopefully one option for me after cricket. And while playing cricket, it's really nice to have something else. I don't think I could just do cricket because, I probably wouldn't actually enjoy it that much. So, to be able to have something else on the side, and the hours quite flexible, works really well.

With the Australian domestic season wrapping up, Cleary has been able to take her skills acquired through the ACA's Internship Program abroad. An opening at Loughborough University became available over the English Summer thanks to a contact in the United Kingdom. The quick will also be lining up for Lancashire during the 2021 season.

Cleary spoke highly of the ACA services before departing for England and how she's been assisted over her cricketing journey.

"As female cricketers in particular, we know there's so many avenues to go down which the ACA offers us. I know little things with the education grants the ACA provides is obviously a massive support and really helps us all out. Anything we need, there's always someone there to point us in the right direction. And it's the same thing with this internship. I think there's a lot of them that pop up every season, and they're great opportunities for everyone as a member to get involved with and do something away from cricket."

Work Placement

The ACA, through InFront Sport, may be able to arrange a paid placement of up to 52 hours to enhance your career development and help build your professional networks. Players have previously undertaken placements in media, property investment, financial services and sport management.



Case Study: Simon Milenko

Former Queensland and Tasmania all-rounder, Simon Milenko, had a different pathway into the professional system than most.

Prior to becoming a professional cricketer, Simon spent four years working for KPMG, becoming a chartered accountant. This provided Simon with an insight to the world of business and the knowledge of where he would venture when he called time on his days as a professional cricketer.

"I didn't quite want to go back into accounting, I was much more interested in transitioning out of cricket and going into the operations side of business," he says. "Running a business, managing a business, that side of things, that interest was always there in the background."

An opportunity with ICON arose later in Simon's playing career in Tasmania.

The ACA Work Placement program, allows players to work within businesses or industries for one week, to enhance career development and to build players' networks, and for Simon it was invaluable.

"It was my opportunity while I was still playing in Tasmania to learn much more about ICON and the intricacies of the brand itself.

"Once I moved back to Queensland, I was as prepared as possible to dive right into it having spent time with and developed close contact with those who were going to be important for me to run the Queensland office of this business."

"As the end came nearer in my cricket career, things became more serious and I bought into the business."

Simon now owns ICON Sports Queensland. While ACA members might be familiar with the cricket arm of the ICON Sports business, its primary form of revenue comes from apparel for grassroots sporting

clubs around Australia as well as schools and businesses.

Milenko joins a host of ACA Members who are either franchise owners or stakeholders of the ICON Sports company and upskilled themselves while on contract to hold their respective positions.

Simon says the support of the ACA has been important during his transition from cricket.

"It was great to be able to go into this work experience which I might've done anyway but actually get paid and recognised for what I was doing, which was really nice to have."

"There's been ongoing support from the ACA too. It's not that I've needed it yet, but knowing it is there if I were to need it, is really good."

“

I didn't quite want to go back into accounting, I was much more interested in transitioning out of cricket and going into the operations side of business.

Simon Milenko





Financial Information

Financial support to assist you during transition

ACRA	34
Financial Health Check	35
Player Hardship Fund	35

ACRA

Each time you entered into a CA, State, Rookie or W/BBL Player Contract and for each game you may have played in the XI, internationally or at top-level domestic or tour matches you have been receiving a monetary contribution to a separate retirement account (ACRA).

Balance Range	Initial Lump Sum Payment	Periodic Payment Term
Up to \$125,000	100%	n/a
\$125,000 - \$300,000	30%	3
\$300,000 - \$500,000	30%	5
\$500,000 - \$750,000	25%	7
\$750,000 - \$1,250,000	20%	10
More than \$1,250,000	15%	15

You will receive your ACRA initial lump sum payout on or around 30 November if you don't hold any form of Australian international or domestic contract as at 23 November.

You should be aware of your ACRA balance, if not the ACA can help you find this out. The table above outlines your initial lump sum payment and periodic payment terms based on your ACRA balance.

A percentage of your ACRA is paid as an Eligible Termination Payment (ETP) but it is your responsibility to pay income tax or any other tax payable in respect of any ACRA benefit received from the account.

This is a good time to chat to your own financial / tax advisor(s) or be sure to raise this topic if you choose to speak to ACA's financial education providers.

Financial Health Check

The ACA has engaged Cygnet Advisory to provide financial education to players whilst they are on contract and this service is extended to you in transition.

The change in your contract status may be a good opportunity to discuss your current financial obligations and help with your future financial goals.

You are encouraged to arrange a 1 on 1 appointment with a financial advisor at Cygnet. This can be done either in person or via a video call and the ACA will cover this cost.



Player Hardship Fund

The Player Hardship Fund exists to support you and your immediate family members should you find yourself in genuine hardship. If you, or any ACA members you know are having a hard time please contact the ACA.

Your Player Transition Manager



My name is Carla Dziwoki, I am the Player Transition Manager at the ACA and I am here to support you along with your family, friends and PDM during your transition from Cricket.

I understand that you are all at different stages in your transition and I look forward to working with you to recognise your skills and achievements and evaluate new life goals; for some this may still include cricket.

I hope you have found the information in this booklet useful and you refer to it from time to time during your transition. Please don't hesitate to contact me if you have any questions or want to get involved in any of the detailed programs or services.

Transition may be a time of uncertainty but it is also an exciting window to explore opportunities and interests outside of the game. I hope this next chapter is every bit as meaningful and fulfilling as your time on the field.

Best wishes for the future,

Carla
Player Transition Manager

Membership Benefits

To take advantage of these benefits you must have a current ACA Membership.

As an ACA member you have access to discounts on a range of national brands including:

- > Oakley
- > Kookaburra
- > Harvey Norman
- > Qantas Club
- > Wilson Sports (including tennis, golf, NFL, suunto, basketball)
- > Resilience Agenda
- > Rixx Eyewear
- > Specsavers
- > AMP
- > Masuri
- > BUPA
- > Budgy Smuggler
- > Tripod Coffee
- > Duffle & Co
- > Tempur Mattress
- > Freetrain
- > Advent Security



You have the option of renewing your membership annually or you can become a life member (payment plans are available).

Be sure to keep your contact details up-to-date so you don't miss out on any important information. You can manage this yourself online via our website using your ACA member login.

You can also follow us on the socials:



