

# HPSNZ GUIDANCE FOR DEVELOPING YOUTH-SPECIFIC ONBOARDING AND OFFBOARDING RESOURCES: CONSIDERATIONS AND RECOMMENDATIONS



The purpose of this resource is to guide the development of onboarding and offboarding resources for young athletes who are going into, through and beyond high performance (HP) sport. The below considerations and recommendations are designed to assist sports when creating resources for youth athletes (under 16 years old).

General considerations for resource development
Consider fostering a peer-support system for youth and senior athletes to promote integration and encourage engagement with athlete voice mechanisms.
Ensure all youth athletes are aware of the organisational support systems available for balancing sport and education. Map out and communicate which public and private service options are available in the regions where people will be training and competing.
Consider how you will communicate with youth athletes to prevent issues regarding mental health and proactively engage them with early intervention systems.
Develop systems-wide mechanisms that ensure healthy relationships across the NSO, including between coaches and youth athletes. Consider communication factors that cultivate healthy relationships, recognise the developmental stage of youth athletes and promote healthy boundaries.
As a preventative measure, consider how to share information early as part of system-wide approaches to preventing overtraining and burnout.

## RECOMMENDATIONS:

- Include relevant parties throughout the development and implementation process (anyone who should have input and awareness).
- Provide information in different formats (e.g., website, newsletter, social media), depending on audience preferences. Ensure messages are clear and transparent.
- Reach out to connect with the [HPSNZ Wellbeing Programme](#) to assist you when developing system-wide resources.
- Ensure alignment across related policies/processes (e.g., Code of Conduct, Onboarding and Offboarding processes).
- Dedicate time and provide easily accessible information to share and connect with whānau.

HP-relevant considerations for resource development	Relevant for: In, through and/or out
Clarify the extent of time that training and competitions will take alongside school and other commitments.	In and through
Identify pathways/opportunities that exist for development beyond sport.	Through and out
Ensure information is shared about scholarships and funding options for athletes (e.g., <a href="#">HPSNZ Prime Minister's Scholarships</a> ).	Through and out
Tailor support/resources according to the developmental stage of youth athletes.	In, through and out
Inform athletes about available services that can be accessed in each transition phase (e.g., athlete performance support), highlighting an integrative services approach.	In, through and out
Consider how to support athlete health, including physical aspects as well as overall mental health and wellbeing.	In, through and out
Consider how mental health is monitored and supported for your athletes while also signposting to resources aligned to times where need may be particularly relevant (e.g., selections).	In, through and out