

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



The purpose of this resource is to provide guidance to sports when developing onboarding and offboarding resources for whānau who are supporting high performance (HP) athletes in, through and out of their HP journey. The below considerations and recommendations are designed to assist sports when creating whānau-specific resources.

General considerations for resource development
Consider which changes in routine are most likely to occur when transitioning in, through and out of elite sport.
Ensure all individuals are aware of the 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.
Identify and regularly communicate how to proceed with referral processes if any signs of mental health concerns emerge (e.g., stress, anxiety, depression).
Develop systems-wide mechanisms that ensure healthy relationships across the NSO, including between coaches and athletes. Consider communication factors that promote these healthy relationships.
As a preventative measure, consider sharing 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
Consider how you will communicate early and regularly about what athletes can expect in HP environments.	In and through
Clarify the extent of time that training and competitions will take alongside school, work and other commitments.	In and through
Identify pathways/opportunities that exist for long-term career 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 athletes.	In, through and out
Inform individuals 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.	In, through and out