



INTERNATIONAL
OLYMPIC
COMMITTEE

Athlete Career Programme (ACP)



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1. Foreword



Thomas Bach

President, International Olympic Committee

“Combining sport with education or work has become increasingly challenging for athletes. This is where the IOC Athlete Career Programme can help, by providing them with training opportunities and job placements, and thus achieving life long excellence on and off the field of play.



Claudia Bokel

Chairperson, IOC Athletes' Commission

“The IOC Athletes' Commission is a driving force behind ensuring that athletes have access to the right resources and tools needed to transition out of their sporting career. The IOC Athlete Career Programme has been a great success for thousands of athletes around the world. We look to continue to provide this programme to even more athletes, and have put together this online resource guide to ensure that the tools and resources are available to all athletes, no matter their country, sport or level. This online guide will continue to develop with more content so that future athletes can be even more prepared for their life after sport.”

2. The IOC Athlete Career Programme

Developing lifelong excellence

The ACP, delivered in co-operation with Adecco, supports athletes while they prepare for and go through their career transition. It provides you with the resources and training required to develop your life skills, maximising your education and employment opportunities. It provides online resources to support this programme – helping to develop lifelong excellence.

The programme is delivered across three pillars

Education/Life Skills/Employment

Each pillar is delivered based on the needs and resources that work best for every athlete. The Athletes' Library has critical information for you. Additional resources are available through your local National Olympic Committee (NOC). For further information please contact your local NOC or email athletes@olympic.org.

In addition to the main programme, the ACP also delivers global workshops, providing information directly through in-person training known as "Outreach". This service is available in countries where Adecco is not present. Adecco, with members of the IOC Athletes' Commission, has delivered Outreach training around the world. The content is based on the learning and global knowledge of the programme and is modified to suit local conditions.

Quick facts about the programme

- Launched in 2005, the ACP helps elite and Olympic athletes successfully manage the difficult transition from sport to a new career, through professional development and job placement support.
- The programme is currently delivered in over 30 countries through NOC's in cooperation with local Adecco organisations.
- By 2014, the programme has supported more than 22,000 elite athletes from over 100 countries and five continents with training and job placements.
- This includes Youth Olympic Games athletes, who participated in courses on the importance of time management and balancing sport and education.

3. Who runs the IOC Athlete Career Programme?

The ACP is a service provided by the IOC Athletes' Commission and is run in conjunction with local National Olympic Committees around the world and Adecco, one of the world's leading providers of Human Resource solutions.

The IOC Athletes' Commission

The IOC Athletes' Commission represents competing athletes and upholds their rights and obligations. The Commission also serves as a consultative body and as a liaison between the athletes and the IOC. The work of the Athletes' Commission involves making recommendations to the IOC's executive body for its consideration and decision.

For more information, see the [IOC Athletes' Commission page](#) on the Olympic Athletes' Hub.

Quick facts

- The IOC Athletes' Commission meets once or twice a year and is composed of 12 members elected by athletes competing at the Summer and Winter Olympic Games. Up to 7 members are appointed by the IOC President and 2 ex-officio members representing the International Paralympic Committee (IPC) and the World Olympians Association.
- The Chair of the IOC Athletes' Commission sits on the IOC Executive Board, and members sit on various IOC Commissions, the IPC Athletes' Council and WADA's Foundation Board and Athletes' Commission.
- The roles of the IOC Athletes' Commission includes:
 1. Evaluating candidate cities.
 2. Evaluating the Olympic sports programme.
 3. The fight against doping.
 4. The development and delivery of the ACP.
 5. The organisation of the International Athletes' Forum.

Get involved

Send your thoughts and comments to the IOC Athletes' Commission at athletes@olympic.org.

The NOC's role

The NOCs play a critical role in the ACP, as they are responsible for delivering the programme in their country. In order to help deliver personalised services to Olympic athletes, over 30 NOCs currently have their own ACP in place.

With local cooperation from Adecco, the NOCs are able to support their athletes to achieve success off the field.

If there is no programme in your country, an NOC can work with the ACP Global team to deliver career training to their athletes.

Find the contact details for participating [local NOCs](#). Contact your local NOC or the IOC at athletes@olympic.org for further information on how you can be involved.

Adecco

Launched in 2005, the IOC ACP in co-operation with Adecco delivers the ACP on a global scale. Through Adecco's human resource expertise and business network, the programme caters to elite athletes who wish to balance education, career and sport.

Since 2005, agreements have been developed with over 30 NOCs and local Adecco organisations to introduce the ACP. Over 22,000 elite athletes have benefited from advice provided under the programme within the Education, Life Skills and Employment pillars.

To find out more, visit the [Adecco website](#).



4. Why should you get involved?

If you participate in the ACP you can enhance your opportunities for the future. Whether this is in anticipation of retiring from sport, or as a young athlete, the programme assists you to understand your skills, make informed decisions and expand your network. The earlier you begin to prepare to be successful for life, not just sport, the greater the likelihood is that that you will enjoy a successful transition.

Elite athletes have three specific characteristics

1. All will retire, and almost all will need a job after their sporting career ends.
2. Most have educational and work backgrounds that are different from non-athletes.
3. All have demonstrated that they have what it takes to be the best in the world in their sport.

This programme recognises the challenges and opportunities you face in achieving success in sport, and in your next career.

NOCs which are offering the ACP are seeing great benefits for their organisations and their athletes. The programme allows the NOC to showcase its commitment towards supporting athletes on and off the field of play.

The programme works with private, public and not-for-profit organisations who are passionate about working with athletes.

Get involved

As an athlete, you can benefit from the programme by:

- Understanding how your skills and assets can be transferred to an academic or work-place environment.
- Accessing resources, to make informed decisions about your future.
- Understanding the value of your current sports network, extending your professional network and guiding you in making the most of professional opportunities and events.

DOES MY NOC HAVE A PROGRAMME?

A list of all of the currently participating National NOCs can be found on olympic.org.

If your NOC is not currently participating in the ACP, and does not have an alternative similar programme, you can contact the IOC at athletes@olympic.org to learn what other resources are available.

Will I get a job?

There are no guarantees in life; similarly there is no guarantee that you will have a job as soon as your sporting career ends. This programme is designed to help you prepare for the issues that you may face as you enter the job market. You will gain a better understanding of what the workplace needs from you and start planning your future.

Understand your skills

The ACP supports athletes in self-assessment and future planning. The programme guides you in understanding how your skills as an athlete can be transferred to increase your excellence in an academic or workplace environment, while providing opportunities to develop new skills.

Make informed decisions

The ACP provides you with the resources you need to make informed decisions. The programme provides tailored options depending on the individual athlete to ensure that you are aware of opportunities available, whether the goal is to develop new skills, take on further education, develop a new career path, or a combination of them all.

Expand your network

The IOC ACP focuses on building a professional network. The programme provides you with an understanding of your current network within the sports environment while enabling you to expand your network to make the most of professional opportunities and events.

Have other athletes benefitted from this programme?

These athlete success stories are excellent examples of why you should get involved in the ACP.

Success story 1 : [Mechelle Lewis-Freeman](#)

Success story 2 : [Storm Uru](#)

Success story 3 : [Morgan Tracey](#)

For more information, see the Employment and Balancing Sport, Employment and Education workbooks.