



Career Support Program - Pilot

Navigating Career Transitions: Caitlin Thwaites

Women in High Performance Coaching



Career Support Program Pilot

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Women in HP Coaching Initiative Funding



Dedicated Lead, Mentor CoP's, CPRN access and Development Plan



12-month pilot program



10 Women Supported in the Pilot

Aim and Objectives

Caitlin Thwaites, a former Australian Diamonds netball player, joined the Career Support Program –pilot at an important point in her coaching and leadership journey to help navigate the next stage of her high performance career.

The program provided personalised support to explore future opportunities, strengthen her leadership capability, and build the confidence needed to navigate the complexities of the high performance sport system.

Description

The program provided a personalised and flexible support experience that combined mentoring, Communities of Practice, career planning and professional development. Rather than taking a one-size-fits-all approach, the support evolved alongside changing priorities and career goals.



Program Format

Over 12 months Caitlin participated in:

- Regular Communities of Practice with women across different sports
- Individual career and development planning
- Ongoing conversations that adapted to her evolving career journey

Coach Outcomes and Impact

The biggest outcome wasn't simply gaining new knowledge - it was developing greater confidence and clarity. Through reflection, mentoring and conversations with other women in high performance, Caitlin felt better equipped to navigate career transitions, build professional networks and see new career possibilities.

This experience reinforced that supporting women through career transitions isn't just about helping individuals - it's about retaining capability within the Australian high performance system.





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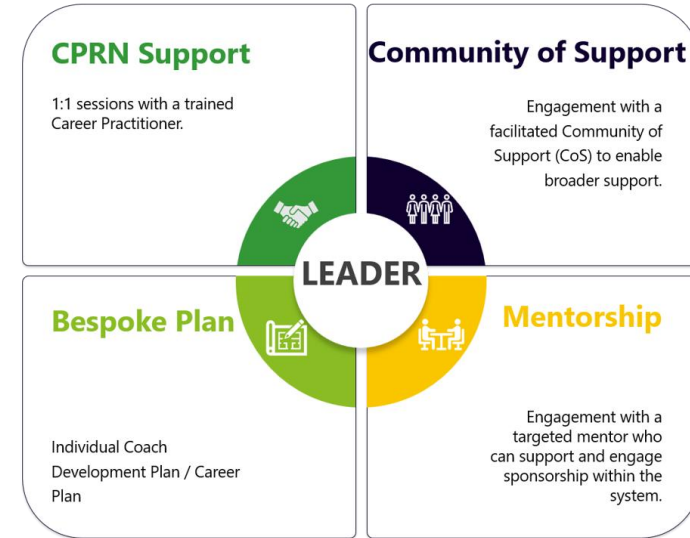
Recommendations

Career transitions are rarely straightforward, particularly for women balancing changing roles, family commitments or new opportunities. Programs like the Career Support Program - pilot provide more than professional development - they create connection, confidence and a sense of belonging when it matters most. Continuing flexible mentoring, peer learning and personalised support would help retain more talented women in high performance coaching and leadership.

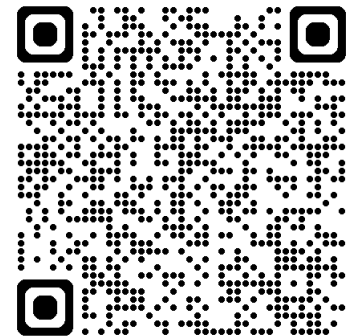
Application for others

If you're considering your next step in high performance sport, don't wait until you've worked everything out. Having trusted people to challenge your thinking, ask good questions and share their experiences can accelerate your growth.

Building relationships across sports also helps you realise you're not navigating these challenges alone.



[Transition Support Initiative | ASC](#)





Caitlin's Journey



Athlete
Australian Diamonds
Melbourne Vixens



Birth of two children



Commentator

AIS Career Support Program



Assistant Coach
Melbourne Mavericks



“The Career Support Program has enabled me to stay connected to high-performance coaching while balancing life with two young children. It has strengthened my understanding of the athlete-to-coach transition, encouraged deeper self-reflection, and given me the confidence to know when I can add value and when to step back. It has also provided greater role clarity and increased my confidence in my coaching role.”