



FACT SHEET  
For  
Professional Athletes

**Presented By**

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Dozens of professional development businesses are targeting career transition assistance for professional athletes seeking employment. Many of these firms are inexperienced in career methodologies, psychological dynamics, and the scholarly research data that informs successful career development strategies. In recent years, the interest to push for experienced career transition agents has grown more popular to better assist and provide the quality support services to this population. The National Football League and sports representatives would concur, much help is needed to direct players to gainful employment.

The Tim Rose Image Firm was founded in 1999 as a corporate and personal image consulting firm. **Productivity Consultants & Career Support Services (PCCSS)** focused initially on career and personal branding for our clients ([www.imagemeetslifestyle.com](http://www.imagemeetslifestyle.com)). Following the economic downturn of 2009, the founder sought his doctoral degree in Human Resource Education & Workplace Development while conducting research in career development and transition. Transformation of the business to a boutique human capital and career development firm has been achieved. After 13 years in business, the company is now primed to offer quality career and workforce development services.

Our philosophy begins with the position that all our clients should start the career transition process the day they leave college. Many of our current clients have experienced a two year gap in getting acclimated into a career with employer contributed benefits, health insurance and life insurance options. Our challenge is to cover the client and his family, protecting them from gaps in coverage once they leave professional sports.

As our future clients select legal and financial representation for their athletic careers, a bona fide, experienced and licensed career transition officer from **PCCSS** should be present. Regardless of whether or not the athlete graduated, a very detailed plan should be created that addresses their possibilities as a way to focus on career development.

During a career in professional sports, the potential to return to school part-time or through virtual learning can be a viable option. At this point, we are gathering information and exploring career concerns and we are at the first step of the *Career Assessment*.

Most experts agree that adult learning program design and performance improvement initiatives should begin with an assessment. At **PCCSS**, we focus on career assistance and quantifying the workforce performance challenges in private and non-profit organizations as they relate to productivity, adult learning and successful knowledge transfer.

## **Achieving the Competitive Advantage In Your Career**

Our goal at **PCCSS** is to improve organizational effectiveness and ensure professional athletes the capacity for realizing successful career development initiatives. When you meet with one of our career officers, we will explore career decision making through counseling, coaching and mentoring, allowing us to identify your interests, skills, work values and personal preferences. These are key factors in the career decision and the assessment process. **PCCSS** will start gathering information on careers our clients are interested in by conducting informational interviews. These steps allow our clients to strengthen their career accountability for employment outcomes.

### **Career Transition Assistance**

*Transition Essentials for Athletes, Military & Students (T.E.A.M.S)*

**PCCSS** will add value to the National Football League (NFL) players' career transitions by providing a full range of services, from personal image consulting to coaching & mentoring in the area of career development. Our approach provides a passage to solidify elements of the career transition model as permanent practices.

Our objective is to create an opportunity for the player to experience a smooth career transition. Regardless of the player's tenure, we start the career transition process on Day One. **PCCSS** will access and utilize all federal, state and local resources available for employment and health benefits from which the player is qualified. As a member of the National Career Development Association (NCDA), **PCCSS** governs our career transition practice on the common principles of NCDA, moving from self-reflection to self-discovery. While continuing to learn and conduct research on many transitioning populations in this country, we understand and support the following methodologies:

## National Career Development Guidelines (NCDG) Framework Understanding the NCDG Framework

### Model for Transition

#### **Domains and Goals**

Domains, goals and indicators organize the NCDG framework. The **three domains**: Personal Social Development (PS), Educational Achievement and Lifelong Learning (ED) and Career Management (CM) describes content. Under each domain are **goals** (eleven in total). The goals define broad areas of career development competency.

#### **Personal Social Development Domain**

- Develop understanding of self to build and maintain a positive self-concept.
- Develop positive interpersonal skills including respect for diversity.
- Integrate growth and change into NFL clients' career development.
- Balance personal, leisure, community, learner, family and work roles.

#### **Educational Achievement and Lifelong Learning Domain**

- Attain educational achievement and performance levels needed to reach NFL clients personal and career goals.
- Participate in ongoing, lifelong learning experiences to enhance NFL clients' abilities to function effectively in a diverse and changing economy.

#### **Career Management Domain**

- Create and manage a career plan that meets NFL clients' career goals.
- Use a process of decision-making as one component of career development.
- Use accurate, current and unbiased career information during career planning and management.
- Master academic, occupational and general employability skills in order to obtain, create, maintain and/or advance NFL clients employment.
- Integrate changing employment trends, societal needs and economic conditions into NFL clients career plans.



Member

Productivity Consultants & Career Support Services will address the following:

- Start career transition day one;
- Reintegrating eligible clients into meaningful employment;
- Seek employment within the labor force;
- Stimulate the development of effective service delivery systems that will address the complex employability problems facing eligible clients;
- Increase the skills and competency level of clients through long-term training that results, whenever feasible, in industry-recognized credentials for jobs;
- Familiarize clients with occupations and industries that are in demand within a targeted service area;
- Assist in maintaining employment through coaching and mentoring.

Productivity Consultants & Career Support Services will provide services through a career development, assistance, and transition approach which will demonstrate our ability to collaborate effectively with federal, state, and local resources and programs. Players will be administered clear strategies and obtainable goals related to assisting them with applicable interest of employment, training, and support services. Clients will be assessed to demonstrate how their proposed employment or internship services which will be designed to incorporate industry recognized training programs. Additionally, the process will also encompass occupational credentials and certifications to improve their overall competitiveness within the labor workforce. PCCSS will provide innovative tailored proposals that leverage public/private partnerships that are highly encouraged and approved by Productivity Consultants & Career Support Services. Players' will receive periodic reports of the their status to better govern and advise throughout this process.

Our clients can expect clients to demonstrate their ability through skill building approach in training programs that include, but are not limited to the following:

- Established pre-apprenticeship or apprenticeship training programs, formal on-the job-training (OJT) agreements with specific employers, enrollment in community college or vocational training schools, and/or the incorporation of other formal or voucher-based training programs.
- Productivity Consultants & Career Support Services will explain how each of their proposed training interventions is linked to high-growth jobs and industry sectors within their geographic service area. Links to employers and actual job commitments will be fully presented and illustrated after initial consultation.

Our clients can expect to receive the proposed approaches incorporating the following ten critical elements associated with career transition model-based programs:

1. Direct linkages with employers in high-growth and emerging sectors, such as energy, environment, and health care, focusing on employer skill needs by applying pre-apprenticeship or apprenticeship training, formal on-the job-training (OJT) agreements, and voucher-based training methods;
2. Partnerships with training providers and/or certification organizations that have expressed intent to implement accelerated programs for clients;
3. Enhanced linkages between those workforce programs sponsored by United States Department of Labor and that employment service and benefit programs.
4. Enhanced coordination among voluntary initiatives focused on employment, such as those implemented by educational organizations, employer associations and employment search firms.
5. Implementation strategies that emphasize long-term sustainability of successful approaches and stakeholder networks such as workforce development initiatives.
6. Identification of niche approaches that complement existing services and benefits in order to leverage improved employment outcomes through Coaching & Mentoring integration.
7. Commitment to client employment program reviews and systematic employment/vocational retooling evaluations that promote learning among participating companies through an established and active process which discusses and promotes successful training innovations and networks.
8. Implementation strategies that link with the existing workforce system by establishing a working relationship with many of the local, state, federal and employment agencies through outreach.
9. Program career transition assistance (Awareness, Development, Assessment, and Transition) and the local employment agencies staff and calling **Productivity Consultants & Career Support Services** expertise for job development, job search, and referral to job openings will enhance opportunity for vocational retooling and employment.
10. Guide clients through the Unemployment Insurance Program, commonly referred to as UI, provides workers, who lose their jobs through no fault of their own, with weekly unemployment insurance payments. The UI program is 100% funded by employers who pay taxes on wages paid to employees.

The **Productivity Consultants & Career Support Services** sponsored APPRENTICESHIP/EMPLOYMENT/INTERNSHIP which will give priority to National Football League eligible clients which clearly demonstrates a link between the professional sports and career/academic/vocational training. This vehicle will drive and afford clients a positive employment outcome for their existing and former clients for years to come. The

Assistance (Awareness, Development, Assessment, and Transition) model takes the burden while adding value to the our clients brand in which the firm can now expect their clients to receive effective approaches to assist all eligible clients, National Football League clients employees who may be transitioning.

This program is intended to add value to the existing business model of National Football League players with a special emphasis on employment placement strategies to speed up and ease the transition of current and potential eligible clients who recently separated from any of the professional sports teams, injured during the season, career ending injuries and clients separating from professional sports into meaningful training and/or employment within the labor workforce.

Furthermore, the career transition (Awareness, Development, Assessment, Transition) model provides clients with products and services that are tailored to the players' interests which will provide detailed and active linkages with their local employment system, in particular local and regional search services, university career services, employment services and other mediums under the Productivity Consultants & Career Support Services circle of influence to demonstrate our ability to:

- Perform effective outreach and recruitment of eligible clients, reputable Outreach and project awareness activities
- Intake and Career Awareness, Development, Assessment, Transition
- Employment Coaching & Mentoring
- Training activities; job development, placement services, and retention services
- Workforce Culture counseling

*Services are available immediately regardless of the player's location.*

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