

PATHWAY TO PRO - FREQUENTLY ASKED QUESTIONS

QUICK ANSWERS

Can my daughter join at any term?

Yes. Each term within a level stands alone, and the rotating curriculum ensures complete coverage within 18 months. Athletes can start at Term A, B, or C and complete the full cycle.

What's the difference between levels and terms?

Each level is an age group (Foundations 12-14, Development 14-16, Elite 16-19). Within each level, there are 3 rotating terms (A, B, C) that cycle throughout the year. Athletes complete all 3 terms to get the full curriculum for a level.

How do we choose the right level?

Age is the primary guide, but we're happy to discuss your daughter's specific situation understanding various sports have different age stages. Book a consultation to ensure the right fit based on age, developmental stage, and current pathway position.

What if she misses a workshop?

All sessions are recorded and available for makeup. We also provide summaries and resources for each workshop. Athletes can catch up easily without falling behind.

Are there sibling discounts?

Yes. 15% off the second child enrolled in any programme.

What if we can't afford the fees?

Scholarship places are available. Contact us confidentially to discuss your situation. We're profit-for-purpose and committed to ensuring financial circumstances don't limit access to essential education.

What makes this different from regular sports psychology?

We integrate emotional intelligence with financial literacy, business understanding, trust network building, and professional preparation. It's comprehensive life skills education specifically for elite female athletes, not just mental performance coaching.

Can parents watch the workshops?

Workshops are athlete-only to encourage open dialogue and peer connection. Parents receive separate dedicated briefings (recorded or live) and all materials to support learning at home.

Are payment plans available?

Yes. Pay in full before term starts or split across two payments (50% before term, 50% by Workshop 2). Contact us for hardship payment arrangements.

What happens after she completes a level?

She progresses to the next level when age-appropriate (typically at her next birthday). We'll contact you to discuss timing. Each level builds on the previous for comprehensive development across ages 12-19. A certification of completion will be issued for each level.

PROGRAMME STRUCTURE & CONTENT

How long does it take to complete a full level?

Athletes typically complete one level over 12 to 18 months (3 terms). Since terms rotate, you can start any term and complete the cycle at your own pace.

What's the difference between Pathway to Pro and Cultivate Basketball?

Pathway to Pro focuses on off-court professional development (EQ, financial literacy, business skills, life tools). Cultivate Basketball focuses on on-court technical skills, basketball IQ, and sport-specific training. They complement each other perfectly but serve different needs.

Do you cover sport-specific skills training?

No. Pathway to Pro focuses exclusively on off-court development—emotional intelligence, financial literacy, professional preparation, and life skills. A future development is to partner with former sportswomen to create sport-specific subsidiaries focuses on technical skills, sports IQ, and sport-specific training in individual sports.

What if my daughter plays multiple sports?

Perfect! The content applies across all sports. We use diverse sport examples throughout, and athletes from basketball, netball, soccer, AFL, rugby and any other sport are welcome in all programmes.

Who are the facilitators?

Led by Jennifer Dean (Founder & CEO, former Chair Basketball NSW, qualified actuary with 25+ years financial expertise) and guest experts including current/former professional athletes, media experts, legal professionals, and specialist facilitators for relationship/consent education.

Is this suitable for neurodivergent athletes?

Yes. Small group sizes (12-15 athletes) allow for individual attention and different learning styles. Contact us to discuss specific needs, accommodations, or modifications we can make.

What if English isn't our first language?

All materials are in English. We speak clearly, use visual aids, and provide written resources. For families where English comprehension might be challenging, contact us to discuss whether the programme suits your needs.

LOGISTICS & ATTENDANCE

Can she attend if she has training conflicts?

We try to schedule around typical training times (such as Sunday evenings) or provide different timing to cater for various sports. Sessions are also recorded if unavoidable conflicts arise. Book a consultation if you have specific scheduling concerns.

What if we need to withdraw mid-term?

We understand circumstances change. Contact us immediately to discuss options. No refunds after Workshop 2 of a term, but we can apply credit to future terms or discuss special circumstances.

Can my daughter switch between in-person and online mid-term?

Yes, with advance notice and subject to space availability in the format you're switching to. Pricing adjustments will apply based on the price difference between formats.

What happens during school holidays?

Programmes try to follow NSW school terms with breaks during holidays. We occasionally offer intensive holiday workshops or special sessions (announced each term separately).

Are the online sessions live or pre-recorded?

Live and interactive via Zoom with breakout rooms, polls, chat discussions, and hands-on activities. Recordings are available afterward for those who miss sessions or want to review content.

What if my daughter is shy or doesn't like group settings?

Small groups (12-15) create safe, supportive environments. Many shy athletes thrive once they realise everyone shares similar challenges and questions. For extreme cases where group settings are genuinely difficult, Premium Personalised Support offers one-on-one options.

What's the difference between 90-minute online and 2 hour in-person workshops?

Online sessions are 90 minutes focused on core content with interactive elements. In-person sessions are 2.5 hours with extended activities, deeper discussions, hands-on exercises, and more peer interaction time. Both cover the same curriculum with appropriate delivery methods.

AGE & ELIGIBILITY

My daughter is 14 but very mature. Can she do Development instead of Foundations?

Age ranges are guidelines based on developmental readiness and typical pathway timing, not just maturity. Book a consultation to discuss whether skipping Foundations is appropriate based on her specific situation, emotional development, and pathway position.

What if she's 12 but already playing in older age groups?

Athletic level and emotional/cognitive development don't always align. We strongly recommend starting with age-appropriate level (Foundations for 12-year-olds) regardless of playing level, as the content is designed for developmental stage, not competitive level. Happy to discuss in consultation.

She's 19 and already in college/professional. Is it too late?

Elite Preparation content is still valuable, especially for contract literacy, money management, sponsorship/NIL opportunities, and professional transitions. Contact us to discuss whether the programme fits her current needs or if Personalised Guidance is more appropriate.

My daughter turns 15 mid-year. Should she finish Foundations or move to Development?

Continue with current level until you've completed all three terms, then progress to the next level. This ensures comprehensive coverage. We'll discuss transition timing in consultation.

Can boys participate?

Pathway to Pro is designed specifically for female athletes. The challenges, examples, safe space discussions, and content are tailored to young women's experiences in sport. We may develop programmes for male athletes in future based on demand.

PARENT INVOLVEMENT

How much parent involvement is required?

Parents receive briefings (recorded or live) and resources after each workshop. We encourage 15-30 minutes of discussion with your daughter after each session to reinforce learning and support application at home. There will likely be at least one family activity for completion between workshops.

What if I can't attend the parent components?

All parent briefings are recorded and provided within 24 hours. You can watch at your convenience. Q&A sessions are also recorded, and you can submit questions via email if you can't attend live.

Can both parents attend if we're separated/divorced?

Yes. We send parent materials to both email addresses provided. Live Q&A sessions welcome both parents. We remain neutral and focused on the athlete's development regardless of family structure.

What if we disagree with some content?

We encourage questions and discussion. If specific content conflicts with family values, please discuss with us—we're here to support families and athletes, not override family decisions. Our goal is to provide information and frameworks; families make their own choices.

Can grandparents or guardians access parent materials?

Yes. Provide their email addresses during enrolment and they'll receive all parent communications. We welcome any trusted adults involved in supporting the athlete's development.

FINANCIAL QUESTIONS

What does the scholarship application involve?

Brief confidential form (5-10 minutes) explaining your situation and demonstrated need. A letter from your sporting club supporting your situation will be highly regarded. Decisions are made confidentially and quickly.

If we receive a scholarship, does it cover all terms?

Scholarships are reviewed term-by-term based on availability of scholarship funds and ongoing need. Most scholarship recipients remain supported throughout their level, but we reassess each term to ensure fairness and sustainability.

Can clubs or associations sponsor athletes?

Absolutely. Many clubs subsidise programmes for their representative athletes as part of athlete development. We can provide invoicing directly to organisations and supply reporting on athlete participation and outcomes.

Is this tax-deductible?

As a profit for purpose organisation we cannot be registered as a charity (DGR status), so fees aren't tax-deductible as donations. However, some families or the individual athlete if already earning from their sports career can claim as educational expenses—consult your accountant about your specific situation.

What's included in the programme fee?

All workshops, parent briefings, learning and activity workbook, guest speakers, certificate of completion, community support between sessions, and recordings of all sessions. No hidden costs.

Are there multi-term discounts?

Yes. Book 2 terms in advance: 10% off second term. Book 3 terms in advance: 15% off third term. This helps with budgeting and ensures program continuity.

What if our financial situation changes mid-term?

Contact us immediately. We can discuss payment plans, scholarship applications, or other arrangements. We never want finances to prevent an athlete from completing a term they've started.

AFTER COMPLETING A LEVEL

Do athletes need to complete all three levels?

No. Athletes can join at any level based on age and need. However, each level builds on the previous with progressive development of EQ, financial literacy, and professional skills, so we recommend completing levels in sequence when possible for maximum benefit.

Is there ongoing support after completing Elite level?

Elite graduates can access Premium Personalised Support as needed for specific decisions (contract reviews, offer evaluation, adviser selection). Jennifer Dean is also a mentor in the Minvera Network and would encourage any graduates who are pursuing a sports career to join the Minerva Network as a Mentee.

What if she needs help with a specific decision between programmes?

Book a Personalised Guidance session (separate from group programmes). This provides one-on-one support with Jennifer Dean for immediate decisions like contract evaluation, offer review, or adviser selection when timing doesn't align with programme terms.

Can she participate in workshops as a helper/mentor after completing Elite?

We're developing a mentorship programme where Elite graduates can return as peer mentors for younger athletes. We'll contact graduates with opportunities as they become available.

PARTNERSHIPS & AFFILIATIONS

Do you work with schools?

Yes. We can deliver Customised Programmes for schools with elite athlete programmes. Content is tailored to your school's specific needs, delivered at your venue, and can be integrated into existing wellbeing or careers programmes. Contact us for partnership enquiries.

Can our club bring this to all our athletes?

Absolutely. We offer Customised Programmes tailored to your club's specific athlete population, delivered at your venue, with co-branded materials. This is often more cost-effective than individual enrolments and builds club culture. Contact us for partnership proposals.

Are you affiliated with any sporting organisations?

We are aiming to partner with many national and state sporting organisations as well other sports industry services. We will announce and publish any new partnerships on our website.

Do you receive commissions from agents, recruiters, or colleges?

No. Never. We're educators only. We receive no commissions, placement fees, referral payments, or any compensation from agents, recruiters, colleges, or sporting organisations. Our income comes solely from programme fees and customised programme delivery. This ensures we always act in athlete interests.

Can sporting organisations refer athletes to your programmes?

Yes. We welcome referrals from national sporting organisations, state sporting organisations, clubs, coaches, and athlete support services. We can provide information sessions for your organisation and collaborate on athlete development pathways.

SPECIFIC SITUATIONS

My daughter has anxiety. Will this programme help?

EQ development (self-awareness, self-management, emotional regulation) and learning frames can support athletes with anxiety by providing tools and frameworks. However, we're not therapy or clinical treatment. We strongly recommend continuing with professional mental health support alongside our programme. The content may complement therapeutic work.

She's been approached by a recruiter. Should she start with Elite or get Personalised Guidance?

If decisions are imminent (offers on the table, deadlines approaching), start with Personalised Guidance for immediate expert support with that specific situation. Simultaneously enrol in Elite level for comprehensive ongoing preparation for future decisions and situations.

We're considering the US college pathway. Which level covers this?

Development (Term 2C: "Pathways & Communication") introduces US college pathways, recruitment basics, and timeline understanding. Elite level provides deep dives into scholarship offers, contracts, financial management for college, decision-making frameworks, and transition planning. Most families pursuing US college benefit from both levels.

What if she decides to quit sport mid-programme?

The skills we teach—emotional intelligence, financial literacy, trust network building, learning frames, decision-making, professional communication—transfer to any life path. Many athletes find the programme even more valuable as they transition out of sport and into other pursuits. These are life skills, not just sport skills.

Our family is moving overseas. Can she continue online?

Yes, if time zones allow reasonable participation. Sunday evening AEDT sessions may be challenging from some international locations. Recordings are always available, but live participation is significantly more valuable. Contact us to discuss your specific time zone and whether asynchronous participation could work.

She's dealing with a serious situation (harassment, abuse, exploitation). Can you help?

We provide education about boundaries, red flags, and speaking up, but we're not crisis intervention or legal advocates. Please contact appropriate authorities immediately: Police (000), Child Protection Helpline, Sport Integrity Australia, or relevant state sporting organisation integrity units. We can support after immediate safety is addressed, but crisis situations require professional intervention first.

My daughter has experienced trauma. Is this programme appropriate?

The programme includes content about boundaries, consent, and speaking up which could be triggering for trauma survivors. Please discuss with her therapist or counsellor before enrolling. We can provide content outlines to help you make an informed decision. We're here to support, but professional therapeutic support is essential for trauma recovery.

PROGRAMME DEVELOPMENT & FEEDBACK

Will you expand to younger ages?

We're considering a younger level (10-11 years: "Pre-Foundations") for future development, but currently 12-14 is our youngest group. This is based on developmental readiness for EQ concepts, financial literacy, and abstract thinking required for the curriculum. We'll announce if/when we expand to younger ages.

Do you plan programmes for male athletes?

Our current focus is female athletes aged 12-19, as this is where the gap in comprehensive development is most significant. We may expand to male athletes in future based on demand,

resources, and ability to deliver programmes that address their specific experiences and challenges.

Can I suggest content for future terms?

Absolutely! We regularly update curriculum based on athlete and parent feedback, emerging challenges, and changing sport landscape. Email suggestions, requests, or feedback to admin@cultivateathletes.com.au. We genuinely value input from families experiencing the programmes.

How do you keep content current?

We review and update curriculum every 6 months based on: athlete/parent feedback, current challenges in sport, regulatory changes (NIL rules, contract standards), expert adviser input, and emerging research in EQ, financial literacy, and youth development. You'll always receive current, relevant content.

Can we provide feedback during the programme?

Yes, please! We collect feedback after each workshop and at term end. We also welcome ongoing feedback via email. Your input directly shapes programme improvements and future development.

TECHNICAL & ACCESS

What technology do we need for online sessions?

Computer, tablet, or smartphone with camera and microphone. Stable internet connection (minimum 10 Mbps). Zoom app (latest version - free download). Headphones recommended for better audio quality. Quiet space where your daughter can participate without distraction.

What if we have technical difficulties?

Email admin@cultivateathletes.com.au before the session. We can troubleshoot or arrange alternative access. Sessions are recorded, so technical issues don't mean missing content.

Are sessions accessible for athletes with hearing or vision impairments?

Online sessions include captions (Zoom auto-captioning) and screen reader compatibility. In-person sessions can be adapted with advance notice. Contact us to discuss specific accessibility needs and accommodations we can provide.

Can we access past session recordings?

Yes. All recordings for your daughter's enrolled term are available for 12 months after term completion. This allows for review, makeup of missed sessions, or reinforcement of key concepts.

COMPARISON WITH OTHER PROGRAMMES

How is this different from Basketball NSW's "Grit for Girls"?

"Grit for Girls" provides essential mental resilience foundations (free, online, self-paced). Pathway to Pro builds on this by adding: financial literacy, contract understanding, personal branding, trust network building, pathway navigation, relationship/consent education, professional communication, and live facilitated learning with peer interaction. They complement each other perfectly.

Is this the same as life coaching?

No. We provide structured, curriculum-based education specifically designed for elite female athletes. Life coaching is typically individualised and open-ended. We deliver systematic, age-progressive content with expert facilitation, peer learning, and parent education components.

How does this compare to hiring a sports psychologist?

Sports psychologists typically focus on mental performance, anxiety management, and confidence building (usually \$150-200/session). We integrate mental skills with financial literacy, business understanding, EQ development, and professional preparation in a comprehensive, peer-learning environment at lower cost. Many athletes do both—they complement rather than compete.

Should we do this instead of academic tutoring?

These programmes teach different skills. Academic tutoring focuses on school subjects. We teach life skills, emotional intelligence, financial literacy, and professional preparation. Many families prioritise both, as both contribute to long-term success. Consider your daughter's specific needs and gaps.

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