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Handbook of Best Practices in Dual Career of Athletes in countries implicated in the DC4AC project

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INTRODUCTION

The **DC4AC project** (Regional Center for Dual Career Policies and Advocacy) is a project funded by the **European Commission** through the **Erasmus + Sport Program**, action area Support for Collaborative Partnerships - Grant Agreement 2015-2954. It involves eight entities from 7 countries of the European Community: Romania, Hungary, Italy, Greece, Slovakia, Slovenia and Bulgaria.

The project is complementary to the European Union's efforts to ensure a secure future for athletes at the end of their sports career and aim to facilitate replicating and application of the European Commission guidelines on dual career for talented and elite athletes (the so-called dual career).

Dual career concerns the possibility for talented, professional and elite athletes to build an educational or job path simultaneously with a sport career, because they face hard in conciliating intensive training and competition with education or work. In 2012, European Union published the first edition of the European Guidelines on Dual Career of Elite Athletes¹, thanks to the work of many professionals that since times are working on this issue. The publication sign a first step toward an increasing awareness on the theme of dual career of athletes, and this become one of the mayor issue of financing in sport.

The DC4AC project's general aim is to develop a functional organism, the **Regional Center for Dual Career**, being an excellence pole for dual career awareness, monitoring, evaluation and research in involved Countries. Moreover, the project aims at understanding the athletes' actual needs and expectations concerning dual career and the current opinion of some main sport authorities about the situation of dual career in their respective countries. Another aim concerns exploring the actual situation on dual career's good practices developed in each Country involved, and creating concrete tools, such as workshop, campaigns, e-learning platform in order to facilitate the dual career of athletes from a practical point of view.

After collecting all good practices from DC4AC involved Countries, we put them together and create the present "**Handbook of Best Practices in Dual Career of Athletes in countries implicated in the DC4AC project**", involving experiences from **Romania, Slovenia, Greece, Hungary, Slovakia, Italy and Bulgaria**.

This Handbook is organized into six main sections, one for each Country involved in the project; each main section comprehend a number of sub-sections describing the different dual career projects active in the territory. We distinguish the projects depending on the main managing Institution, thus there are:

- Dual Career project funded by the European Commission;
- Federal projects;
- University projects;
- Project financed or co-financed by work Companies;
- Projects developed by players' Associations;
- Ministerial Projects.

¹ Download the English version here: http://ec.europa.eu/assets/eac/sport/library/documents/dual-career-guidelines-final_en.pdf

ROMANIA

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The situation in Romania and concerns for athletes dual career

At this moment, Romanian athletes are more oriented toward winning competitions and developing their sport skills than finding the best solution to combine training with education and/or work. Their needs, the specific requirements to which they are subjected, their lifestyle (centralized training periods and repeated tournaments), turn athletes into a particular social category, which require suitable approach and solutions.

In terms of dual career, Romanian athletes face a lacking awareness, information and education. More than this, coaches, sport clubs and even the parents are putting a lot of pressure on young athletes for top results, but nobody thinks what those athletes will do at the end of their career or in case of injury which prevents them to continue a sport career.

Most of Romanian champions, be them European, World or Olympic champion, are the result of a centralized training system which has assured them the basic human development, the educational background and the sports facilities.

There is very little information and action in Romania regarding dual career of athletes. In the best case a former athlete becomes a coach by obtaining a degree in sport and physical education and/or a license to train athletes.

There are mainly two important clubs, Steaua Bucuresti and Dinamo - belonging to the Ministry of Defense, respectively to the Ministry of Home Affairs, which provide a larger support to their legitimated athletes by employing athletes in their structures during sport career and sometimes even after. Unfortunately, only high level athletes are beneficiaries of this professional re-conversion after quitting sport. The sport clubs rely on the fact that in this way they can motivate athletes for higher results during their sport career.

The Romanian sport federations tend to get involved only in the sport career of athletes. Much in the same manner, the Ministry of Youth and Sport and the Romanian Olympic and Sport Committee put the emphasis on training, continuous improvement in sport performance. There are only a few real initiatives regarding dual career of athletes, which will be described in the next section.

However, there are some traditions regarding the former top athletes. The athletes who have performed at international level are generally absorbed by the sport system after ending their sport career, so they get to work for national Federations or in other sport organizations. Some relevant recent examples include:

- Elisabeta Lipa, 5 times gold Olympic medalist, two times Olympic silver medalist and one bronze, has led until recently the Ministry of Youth and Sports;
- Mihai Covaliu, gold and bronze medalist at two editions of the Olympic Games, is the currently President of the Romanian Olympic and Sports Committee,

- Camelia Potec, gold medalist in Athens 2004 is the currently President of the Romanian Swimming Federation.

Main initiatives and legislative regulations related to DC in Romania

Education - best practices

In terms of early education Romania has more than 80 High Schools with special sport program, most of them directed to one or two performance sports only. They accept to support the young athletes programme, being flexible regarding the program implied by participation in training camps and/or competitions.

After graduating highschool, athletes choose to apply for an University degree, mainly in Physical Education and Sport. There are 23 Faculties of Sport and Physical education, quite evenly distributed in all main regions of the country.

According to the Government Decision 1004/2002 there is no examination at the enrollment in higher education (sport and physical education faculties) for athletes who achieved international performances and their studies are free of taxation.

Two special orders of the Ministry of Education (order 5159/1998 and 4799/2010²) establish that:

- athletes have a frequency exemption, commensurate with the level of performance;
- a bacalaureate exam special session will be held for the high school graduates selected in the national teams and preparing for the Olympics or other major international sports competitions;
- a prolonged or open examination session (higher education) is suggested for performance athletes engaged in major competitions;
- all athletes have free accommodation in student campus.

The Romanian Olympic and Sports Committee has a long-term collaboration with ADECCO in implementing a project called *Athletic Career Programme* on 8 years (2012-2020) for offering vocational formation to athletes withdrawing from high performance.

Sport – best practices

Sport and Physical Education law (69/2000³) and a Government decision (1447/2007⁴) establish:

² For more information, see: <http://oldsite.edu.ro/index.php/articles/14187>

³ For more information, see: <http://lege5.ro/Gratuit/gi3dmnru/legea-educatiei-fizice-si-sportului-nr-69-2000&d=2017-03-27>

⁴ For more information, see: <http://mts.ro/despre-noi/legislatie/acte-normative-in-vigoare/hotararea-de-guvern-nr-14472007-2/>

- the State must provide appropriate conditions for training and competing and also sport equipment and free medical services. There are 9 state-financed regional training centers which are fully dedicated to performance sports, for talented and elite athletes;
- daily allowances and other incentives for performance athletes that are part of national and Olympic teams.

The Ministry of Youth and Sport of Romania is conducting the Pierre de Coubertin Program for all national sport federations; the new action plan addresses issues of educational, social and economic aspects of sport, public health, social inclusion, volunteering, funding, social protection of athletes, the environment, highlighting the role of sport for society.

Social integration – best practices

As we already mentioned, in Romania there are not too many concrete initiatives and legal framework regarding dual career of athletes. However, some support measures and actions are worthy of being mentioned:

- athletes who have won a gold medal at European or World Championship and those with any medal in the Olympic Games, have the right to request a life annuity at their retirement (law 69/2000); the annuity is paid by the Ministry of Youth and Sports and comes without taxation;
- the Professional and Amateur Football Players Association in partnership with National Trade Union Bloc and National Authority for Youth and Sports has conducted a project of social security and professional re-conversion of athletes (2009-2011) called *E-learning for social partners*; project targeted: active athletes, athletes near the end of their career and retired athletes, in all sports, regardless of gender;
- the same Professional and Amateur Football Players Association has initiated and developed a project named *Academy online* (2010-2012); actually, a platform for distance learning dedicated to former football players, through which they can specialize in sport-related areas as sport marketing, sport management, by covering 10 courses modules;
- a pilot project of formatting of more than 20 senior athletes as entrepreneurs was in action, as a direct result of the *DC4AC project*, with the implication of Romanian Rowing Federation.

HUNGARY

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Erasmus+ sport projects and European projects

Athletes to Business (A2B)

Partners: German Athletes Commission, Athletes Commission of the European Olympic Committee

Businesses: Adecco

Educational institutions: EAS - European Athlete as a Student Network, INSEP - Institut National du Sport, Expertise et Performance (France), Olympic Training Center Berlin (Germany), Semmelweis University (Hungary),

European Non-Governmental Sports Organisation: European Athletics, National Olympic Committee of Finland.

The AthletesToBusiness (A2B) project has analysed obstacles, barriers, and opportunities that athletes face during their years when they must combine education, sporting life, and the beginning process of their career, which is called dual career. Central questions of the project were:

- how can athletes better reconcile top-level sporting achievement with education and a career to strengthen their transition from sport into the labour market, in a job where athletes can leverage their strengths to further contribute to society;
- what can be done to support this objective by the national authorities, the sport organisations, business and the athletes themselves.

This project further addresses the support at various stages and of various organisations for the integrated development of an athlete. A2B focuses on dual career after secondary school and highlights the role of four different target groups that have an impact on an athlete's development which can play an essential role by providing an enabling environment/framework for dual career.

AtLETyC

Partners: FH Joanneum Gesellschaft mbH, Verein Karriere Danach, WUS Austria, National Olympic Committee Bosnia & Herzegovina, University of Sarajevo, University of Physical Education Hungary, Lithuanian Union of Sports Federations, Lithuanian Sports, Italian Culture and Sport Association (AICS), University of Turin, Slovenian University Sports Association (SUSA), University of Ljubljana, Faculty of Sports.

The project AtLETyC addresses one increasingly critical issue that strikes elite Athletes: *“What are my professional perspectives after my sports career?”*

The European Commission declared in 2007 in its White paper on Sport the importance to provide dual career training for young sportsmen and sportswomen already in an early stage, in order to ensure the reintegration of professional sportspersons into the labour market at the end of their sporting careers. Dual career arrangements should allow athletes to benefit from their sporting career

as well to be well prepared for the time after their active sporting careers and to choose sport and education.

AtLETyC will open a new opportunity to athletes and a new direction in their lives. AtLETyC provides educational training on entrepreneurship at postsecondary (VET and tertiary) level to athletes. After the participation in the AtLETyC training programme they will be better educated and will even be able to create new jobs.

Specific objectives of the project are determined as follows:

- To develop a vocational and/or higher education course on Entrepreneurship Athletes which will be offered in modules;
- To develop tailor-made training as the best solution.

The training will be composed of web-based modules and face-to-face modules according the blended learning concept:

- General MOOC-based modules in English on overlapping topics (e.g. Marketing, Business Plan) equal in all partner countries;
- Special modules with country specific learning content (e.g. Business law, Accounting, Corporate foundations law) in form of face-to-face training in the language of the partner

The new AtLETyC approach shall provide Athletes with a new career path and decrease unemployment. The training program can easily be tailored to the needs of others and transferred to other countries and regions in Europe. The project targets the elite athletes including athletes with a disability as well as retired athletes aged between 18 and 35 and athletes are dedicated to achieving results and have an attitude and the capability to be the best and to succeed. The project period is from January 1, 2016 to June 30, 2018.

Exploring the European Dimensions of Sport – Dual Career in and for Hungary

The project titled Exploring the European dimensions of Sport has run in the frame of the European Social Fund Social Renewal Operative Programme (TÁMOP) from December 2012 till June 2014. The consortium was formed by the Hungarian Society of Sport Sciences and the Hungarian Sport Management contracting over 12 researchers and companies to deliver the expected outcomes. The main goals were:

- to implement the EU policy elements in Hungary at the national/institutional level for XXXXX activities/measures have not been initiated before via sustainable, purposely funded cross-sectorial cooperation and projects
- to give professional support for sport providers;
- to enhance strategic planning and decision making in sport;
- to offer input to the discourse on the positioning of sport in the 2014-20 period, as well as;
- to strengthen leisure sport communities in Hungary.

Dimensions of the project

- HEPA
- Social inclusion: sport and PA for women socially disadvantaged groups and people living with disability
- Education, training and qualifications: EQF, dual career

- Volunteering and active citizenship
- Good governance
- Good practices in sport management: case studies of programs and clubs
- Innovative and creative communication, media and marketing content to support health development through PA.

Project activities

- Multi-disciplinary scientific research
 - Life sciences: anthropometry, fitness, habitual PA, health behaviour
 - Sport sociology: sporting habits, motivations, perceived barriers, attitudes
 - Sport management: locally available services, good governance, volunteering
- ICT development
 - Building an online database on sport facilities
- Communication
 - Developing communication strategies based on media analysis
- Dissemination
 - Publications for various target groups: scientific / practical-informative editions
 - Workshops organized for local stakeholders in 19 counties and the capital
- Project management

DC aspects and implications

- EU DC Guidelines incorporated into policy recommendations for future strategy (to be updated every 4 years)
- Baseline data available for monitoring any ongoing and future intervention
- Target group segmentation by socio-demographic data for future intervention
- Strong practical management approach with the aim to enable local sport providers
 - to be more efficient in their everyday work
 - to understand the EU dimensions of sport and adapt to them
- HEPA aspects and implications
- EU PA Guidelines incorporated into policy recommendations for future strategy
- Baseline data available for monitoring any ongoing and future intervention
- Target group segmentation by socio-demographic data for future intervention
- Strong practical management approach with the aim to enable local sport providers
 - to be more efficient in their everyday work
 - to understand the EU dimensions of sport and adapt to them

Policy implications and outcomes

- The output of the project included several recommendations for promotion and strategy of EU guidelines and policy document
 - These are 'on the table' of decision makers at various sport federations and GOs
- Multi-disciplinary approach in data collection and analysis
- Multi-level approach in dissemination for target groups
 - Providing input to local HEPA providers and HEPA strategists as well
- Project outcomes can be implemented by other national level EU funded projects

- Multi-sectorial cooperation is required and has started. Recently an ad-hoc working group has been formed with the intention to implement the project outcomes to various policies of the Ministry of Human Capacities.
- The outcomes of an EU-funded national project significantly support the dual career policy development in Hungary. The collection of research papers and representative surveys on all EU dimensions of sport serves as one of the most significant input for a new policy paper and strategy for sport for Hungary. The project followed the structure of the EU White Paper on Sport, therefore the social inclusion in and through sport topic included PA for people with disabilities as one of the key areas of the research leading to policy recommendations for actions for a more successful sport participation for all, including people with disabilities.

Document analysis have been made along the policy analysis and review of the international literature on EU and sport including social inclusion to better serve the ultimate objectives of the project, namely to set policy recommendations for national, regional and local level actions across sectors in Hungary.

The EU Guidelines on Dual Careers of Athletes have been adopted in 2012 to suggest some actions to the member states to support athletes in making right career decisions and conduct their dual career in the best way. The stakeholders of the topic of dual career in Hungary were divided into four categories: athletes, sport organisations, employers and higher education institutions. An online survey was compiled to each of the groups of stakeholders. Document analysis has been made along the European policy analysis and also on the current situation in Hungary, and policy recommendations have been made for national stakeholders to take actions that are in line with the recommendations.

Based on the incoming data and document analysis an overview was put together on the implementation of the dual career guidelines of the EU, and some recommendations were formed to implement those that haven't been implemented yet.

The results of the research were communicated to various groups of stakeholders, decision-makers and the wider public in Hungary, and the recommendations – based on the EU guidelines – were sent out to main national decision-makers in Hungarian. The dissemination of the results is still ongoing on national and international level, supporting the creation of a nation-wide, multi-level DC programme backed by the revised National Sport Strategy.

Projects of national federations or National Olympic Committee

Olympic Pathway Programme

The Hungarian Olympic Committee (HOC) built up a system in which elite athletes can conduct both their athletic career and their non-sporting professional career. The “Olympic Pathway Programme” has been launched in May 2002. The programme is based on an agreement - signed by higher education institutions and the HOC – expressing the mutual will to provide special conditions for high-level athletes in getting into and conducting studies on tertiary level in Hungary. The reception of the initiative from the side of education institutions was highly positive as all invited colleges and

universities signed the agreement with the HOC, which means that currently 30 higher education institutions take part in the programme⁵.

The content of the bilateral agreement varies due to the different profiles of participating colleges and universities, but the purposes and the objectives of the programme and the responsibilities of the HOC are always the same.

The participating athletes should be in the pool of national athletes preparing for Olympic Games or be in the first line of the under 18 years old generation. They can request their education institution to provide them special benefits based on the fact that they take part in the programme. These benefits can be for example: to abolish or reduce their tuition fee (in case the athlete was not accepted to the top 30%, where students' fees are waved); to have a flexible timetable and exam schedule which is compatible with their training and competing schedule; to ask for a tutor who can help them in catching up with their studies; to get dormitory room for a reduced price or for free of charge; to use the education institution's sporting facilities.

The programme is mutually beneficial for all parties involved: there are more athletes in higher education, which is a promotion for the college or university; there is less athlete-student drop-out from education institutions; and the programme is a good practice that the HOC can showcase at an international level. Another aspect to highlight is the transparent and documented way how athletes can receive the flexibility regarding their study and exam schedule. Since universities have different regulations, it is important to legally support such flexibility, also avoiding personal factors, when a disagreeing faculty would demand presence at classes and exams. By signing an agreement by the Rector of the university and the President of the HOC, the internal regulations are changed accordingly, making it safe for all actors, and most importantly: the special treatment of high-level athletes is transparent and documented.

Hungarian Judo Federation

No documented evidence, but in some clubs, there are actions towards supporting the club's athletes in many ways to be able combine study and elite sport. The management of the federation is fully supportive because they have experienced the disadvantage if such support is not available.

Educational ministry - government

Sports Stars Scholarship – Sportcsillagok Ösztöndíja

The Government decree no. 165/2013. (V. 28.) created a second national programme to support high-level athletes in their full concentration of preparation for sports competitions is the university scholarship programme called "Sportcsillagok", Sports Stars. It is run by the Ministry of Human Capacities.⁶ It provides outstanding financial security and thus, allows them to better concentrate on sport and study by covering the recipient's tuition fees and living expenses. Only those are eligible who

⁵ The homepage of the Hungarian Olympic Committee: <http://www.mob.hu/egyuttmukodesi-megallapodasok-1>

⁶ The announcement to apply for the scholarship on the homepage of the government: <http://www.kormany.hu/hu/emberi-eroforrasok-miniszteriuma/sportert-felelos-allamtitkarsag/hirek/magyar-sportcsillagok-osztondij-2015>

has a very high and proven chance to be qualified to European or World championships, competitions or already have been participating at that high level. The process is very detailed and long, involving all sport stakeholders who are identified as related to the sport, the athlete (Club, Sport Federation, Olympic Committee and the independent working committee set up for the validation and selection procedure).

ITALY

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Erasmus + sport projects and European projects

“GEES: Gold in Education and Elite Sport”

The GEES project, financed by Erasmus + Sport Program, commits Italian Olympic Committee (CONI) as a partner of 9 participant nations (Belgium, France, Italy, Poland, Slovenia, Spain, Sweden, The Netherlands, UK). The general objective of the project is to implement the European Guidelines on Dual Career, especially focusing on the main competencies to develop a DC and a life after sport and on the quality of services offered to athletes for DC.

The partners drew up a questionnaire to investigate which could be the key skills used by athletes to manage sport career transitions and how much they have developed them. Thanks to the research, it was also established the professional figure of Dual Career support provider, a sort of counselor for Dual Career. The data collected pointed out the most relevant skills in sport career transition success. They found five main competences:

- Life management
- Emotion and mind management
- Self-awareness and goal setting
- Career Planning
- Networking

Always using an online questionnaire, researchers proposed some possible scenarios of sport and education challenges. For each scenario, athletes were asked to evaluate the most relevant competences to manage the situation. The skills proposed were considered by researchers as “transferable competences” to other contexts besides the sport one.

The most quoted by athletes were:

- Dedication to succeed in both sport and study
- Perseverance during challenging times and in the face of setbacks
- Ability to prioritize what needs to be done
- Self-discipline to manage the demands of your study and sport combination (e.g. work independently without the supervision of others)
- Willingness to make sacrifices and choices to succeed in sport and study
- Ability to use your time efficiently
- Ability to make your own responsible choices with regard to your study and sport

It was also better defined the DC support provider who is “*a professional consultant, related to an educational institute and/or an elite sport organization – or officially recognized by one of those – that provides support to elite athletes in view of optimizing their dual career/combination of elite sport and education*”. They want to provide an Handbook to explain the role of this figure.

“Developing an innovative European Sport Tutorship model for the Dual career of athletes”

The project involves the Catholic University of San Antonio de Murcia (Spain) as leader of an European partnership between the University of Malta, the University of Thessaly (Greece), the Italian University of Rome “Foro Itálico”, the Leeds Trinity University (UK) and the Europa Community Ltd (UK).

The main purpose of the project is to develop, transfer and implement an innovative EU Sport Tutorship Program for professional athletes in different European Universities, involving public authorities, sport-related organizations and educational actors, as a key stakeholder to accomplish the EU Guidelines on Dual Careers for Athletes. The ultimate goal is therefore to facilitate, through the Sport Tutorship, the integration of athletes into the University context by maintaining their sport career performance. The idea is to involve an athlete-friendly education and to extend the UCAM Sport Tutorship Program to other European Universities. They identify 3 specific areas where support for athletes is more important:

- Academic support; some facilities such as extended term-time, individual study schedules, alternative access to delivery of courses, individual tutoring would be really appreciated
- Sporting support (scholarships, professional supporting services, better infrastructures, elite sport development programs etc....)
- Post-athletic career (study grants, introduction of new programs; lifestyle management services)

The project is going to realize different activities. First of all researchers are going to make a comparative study of the sport and academic regulations implemented in each University, which is including an analysis of the situation (initial and final) in all Universities. The process is covering an analysis of the problems identified, needs and demands from students/athletes, as well as each Universities' own practices, methodology, and programs in the field of dual career. Then, the partnership is going to develop the Sport Tutorship Program, in the form of a Manual/Handbook, which is combining methodology, guidelines, best practices, recommendations and conclusions about how to realize an University Program concerning DC. The implementation of this document is going to be evaluated by the participating Universities, under the supervision of the partner "EuroPartnership Foundation".

Finally Workshops on Dual Career issues and on the Sport Tutorship program are going to be organized. Target audience would range from students-athletes, Sport Faculties' staff to public authorities and other sport stakeholders.

Winner

The Winner project is a Lifelong Learning Project of EU which involves different European organizations such as University Foro Italico, Rome, Rovaniemi University of Applied Sciences (RAMK), the University of Tartu, Estonia, the University of Salzburg, Germany, the University of Maribor, Slovenia and Talented Athlete Scholarship Scheme (TASS), UK.

The overall objective of the project is to make Europe and society stronger by supporting social dimension in European higher education (talented and skillful human resources). The project contributes to the objective through piloting the case of talented athletes studying at the higher education. The project also aims to contribute to the process of ensuring high quality education to athletes parallel to their sports career, and thus to integrate athletes into the labor market after their sports careers. The purpose of the project is to find solutions to the challenges of educating young athletes for a "dual career" and thus to establish a flexible study model for students with atypical learning paths to make European education system more inclusive for non-typical learners (the project makes a pilot based on the case of athletes).

B-Wiser

Erasmus + Project named "B-Wiser," funded by the European Commission through Eacea-Sport for the biennium 2017-2019, is coordinated by the Vrije University of Brussels. The initiative aims to

support athletes and former athletes in the management of their post career. The work parable of a sportsman starts early and ends around 40 years. It therefore becomes important to design a welfare model helping those who are doing sports to think about what they will do after the end of their port career and, at the same time, support the athlete in the search for employment, development of entrepreneurial activities and tackling a course of study. The project, in fact, also aims to enhance the dual-career of the student-athlete.

Federal Projects

FIBA (Badminton) – “#Project Youth #20e24”

FIBA project complies with the model of sport talent development and scouting implemented by other important federal projects. It includes talented young athletes, selected by national coaches, who move to Milan for training at PalaBadminton, the technical centre for Olympic preparation. Throw a common program, the project tries to improve athletes' talent providing them different services. First of all, the possibility to trainee in a high-level sport facility. Other services concern: massage room, physiotherapy, gym, the possibility to have personalized diets, room for studying and entertainment. In adding, attention is given to education tasks considered extremely important with sport path. The project simultaneously offers to other talented athletes dislocated in the rest of the nation (who don't move to Milan) specific local assistance so that their technical path follow national staff guide lines.

FIBS (Baseball and Softball) - “Italian Accademy of Baseball & Softball”

The project wants to promote and sustain the technical, educational and cultural development of young talented athletes of baseball and softball so to improve the Italian heritage of these sports.

The baseball Academy, located in the Olympic Preparation Center of Tirrenia, hosts talented players from 14 to 18 years old for nine months. There, athletes coming from all over Italy have the possibility to train 6 days per week both with national and international professional trainers of Baseball Italian Team, Cuba Deporte and Major League.

The project started its work on 2004 and this experience is unique for Europe for what concern baseball. Actually, the Academy is an important center for the European athlete's technical preparation and for international scouting. Every year the Academy hosts 871 extra-academy athletes from all over the world for improving their sportive competences and American scouts are often there for selecting the most talented players.

The academy gives also high importance to athlete's education because not always players achieve a professional sport career. For this reason, progressive attention was payed to practices which could help in this direction.

Thanks to the school tutor, it is possible to offer special services concerning:

- Family and athlete involvement for choices regarding school
- Extra-school lessons for supporting athletes if school difficulties occur
- The management of the relationship with teachers

FIC (Rowing) - “University College of Rowing”

The College University of Rowing initiative offers the possibility to talented athletes both studying and training at the same time. This project sees the huge collaboration between two Italian Universities, located in Pavia and Varese, the Rowing and Canoe Federation and the University Sport Center (CUS). The project is also present in Rome with the Young College of Rowing which is reserved to high school students

The dual career proposal complies with the American college model and the formal collaboration between the involved sport organizations provide various services such as:

- Economic benefits for university taxes, room and board
- The possibility to live in the University College
- Personalized study path with flexible lessons, exam and a tutor
- Ad hoc training with professional equipment and qualified technical assistance
- Medical and psychological support

FIDAL (Track and Field) - "College Mezzofondo Insubria Varese"

The aim of the project is to support gifted University athletes in continue the training activity at the best technical level possible into the National Federal College. In collaboration with the University Sport Centre (CUS), it is a prerequisite to be enrolled in University and being an athlete with a status of "national interest". There is a public contest and athletes are evaluated by their qualification (sport and study) and then there is a ranking for admission. Every year athletes are evaluated so to renew their permanence.

FMI (Motorbike) - "San Carlo Talenti Azzurri FMI" (now "3570 Talenti Azzurri FMI")

"San Carlo Talenti Azzurri FMI" is a five-years project realized by Italian Motorcyclist Federation in partnership with San Carlo S.p.a as sponsor. The initiative is addressed to young talented Italian pilots between 8 and 20 years old. The project's purpose is to improve the scouting and the development of Italian pilots thanks to the activation of a particular sportive path divided in two steps: "First Step", from 8 to 15 years, that include national competitions, and Second step, from 15/16 years to 20, that include international competitions.

San Carlo S.p.a and the Italian Motorcyclist federation contribute to the project with scholarships reserved to athletes from the Italian Velocity Championship. The quality of the initiative is attested by the last sport successes in the European Minimoto Championship (Junior A, Junior B and Senior Open 50) and in the preliminary classes of Moto 3 World Championship. Actually, between the 33 athletes of Moto 3 World Championship there are 11 Italians and in the Superstock 1000 FIM Cup there are 21 Italians on 39 enrolled.

FIR (Rugby) - "Academy FIR"

The Italian Rugby Federation initiative started in 2006 with the inauguration of the first National Academy "Ivan Francescato", located at the time in the Olympic Preparation Center of Tirrenia and now placed in Parma. Nowadays there are 9 local academies and a national one involved. The project grew up from the need to develop sport talent in harmony with human, social and scholastic improvement of the individual: a personal and sportive growth.

The general objective of the Federation is to establish 10 Academies in the whole Italian territory in order to allow the best talented young players from 16 to 18 years old to study and train at the same time. The Academy gives the possibility to live in a residence, to attend school in the morning and to train every day in the afternoon.

Besides the sport services (gyms and high profile trainers), the academy takes care of family and school involvement in athletes paths. The experience implemented in the last ten years by FIR has allowed not only to develop Italian Rugby Talent, with 24 athletes attending the academy going to Major National Team, but also to support local Clubs in sportive and human growth of hundreds of young talented italian players.

FIS (Fencing) - "School Partner FIS"

The project involves High schools attended by gifted fencing athletes who have the best ranking scores. Each High School is supposed to choose a tutor within the professors, with the responsibility to have contacts with federation, to establish a particular plan of study for the athlete and to inform other professors when the athlete is out for sport competitions or meeting. The main objective is to make both educational and sport paths simpler.

FITET (Table Tennis) - Project Italy

The project is part of different initiatives promoted by FITET for generating an effective improvement in the discipline and in the sport results of Olympic and Paralympic young gifted athletes. It can be considered as an integration of similar projects implemented by the Federations in other teams, the national one and the Paralympic one. The athletes are involved in a sport path which is developed following the particular needs (considering also the emotional ones) of the different ages committed. It is addressed to:

- Athletes under 10 years old who can start a continuative sport activity
- Athletes between 10 and 15 years old who are trained in local teams and then are selected for the National team
- Athletes over 15 years old selected for training with the Junior National Team

It is evident that different actions are needed to be implemented: if family engagement is essential for under 15 athletes, for the older ones, a progressive independence should be sustained. Actually, the harmonic development of the individual is an important issue in sport growth. The initiative wants the achievement of the following objective:

- To sustain and incentivize Sport Societies activities
- To sustain and incentivize Local Committee activities
- To promote the Youth Sector activities organization, planning and management
- To expand the educational and development activities for trainers and athletes
- To expand and qualify the daily sport activities of National Teams.

University projects

"Studium & Sport" - C.U.S

The project is realized thanks to the collaboration between University Sport Centre (CUS) and Asseprim. The project aims to sustain talented athletes (attending University but also High school) who want to continue to study without giving up sport competitions and trainings. The project provides a scholarship to athletes proving both good sporting and studying credits.

TOPSport – University of Trento

The project is managed by University of Trento, that is one of the most important University of Sport in Italy, together with University Sport Centre (CUS). TOPSport is inspired to the American model of College.

The initiative started in 2001 and it is the first Italian trial experience on DC trying to create a model for elite and top level athletes sustainment. It is also a part of EAS Network (European Student Athlete) with the specific aim to apply the EU Guidelines on Dual Career of Athletes. It offers a system of scholarships for athletes and flexibility in study planning. Special services are provided such as:

- Scholar tutorship;
- Individual educational timetable;
- Sustainment path for internship after the degree;
- Psychological support in collaboration with the department of Psychology.

In order to achieve the program, athletes have to pass a Public admission contest.

AGON – University of Turin

Born after the Universiadi of 2008, it was initially addressed to foreign students, to let them come to Italy to study and train, but now it is also opened to Italian students. Available places are 14 and they are reserved only to Italian and foreign students who want to attend the Polytechnic or the University of Turin.

The requirement for access are:

- Practicing competitive activities in the following disciplines: rugby (male), fight, track and field, karate, volley (female) and basketball (male);
- Being less than 31 years old;
- Having all the necessary requirements for attending University or the Post-degree courses

The project also provides various services such as:

- Free enrollment in the University
- Free enrollment in Post-degree courses
- Room and board for athletes that live far away from Turin
- Free usage of the sport structures of University/Polytechnic and qualify trainers

“Dual Career– Student and Athlete at University of Foggia”

Started in 2015 and sponsored by University Sport Centre (CUS), the project is dedicated to two different group of people:

- Olympic/Paralympic Champions, Champions at National, European or World level in all Olympic disciplines enrolled in University of Foggia or wanting to enroll in University of Foggia
- Athletes, federal coaches and judges who represent Italy in Olympic and Paralympic disciplines enrolled in University courses or wanting to enroll.

The program has a duration of three years and it provides different services such as :

- scholarships
- a partial time inscription to University
- exemption from University taxes
- tutorship dedicated

- flexible time table for exams.

University Link Campus – Rome

University Link Campus is an online University offering a Bachelor degree in Economy and Policies of Sport and a Master Degree in Sport Business; it has a partnership with different Italian Federations and offers each year 12 scholarships for athletes.

“TOP Team UniTrento – Aquila Basket”

The project, starting from the season 2017/2018, is dedicated to the Aquila Basketball team senior athletes and to élite athletes of the national team registered to the University of Trento. The aim is to offer them the possibility of an integrated sports / study career. The selected student-athletes will have access to a support system and services for Dual Career development. The University will offer these student-athletes academic supports to assist them in conciliating sport and study (e.g., flexibility for exam session). In order to remain in the "TOP Team UniTrento - Aquila Basket" student-athletes will be required to meet and maintain a number of sports and academic requirements.

Projects of companies

Athlete Career Programme (ACP)

Project's previously name was Master 2000, it is a European project of International Olympic Committee in collaboration with Adecco, one of the most important Company of placement in Italy and in the World. In Italy is managed by National Olympic Committee.

It's dedicated to national/international athletes/former athletes that gain results in Olympic/Paralympic Games, World/European or National level, Mediterranean Games or involved in Teams of maximum leagues (League A or B) of each sport. The requirements for access are:

- To be unemployed
- Having the middle school educational title
- To be strong motivated toward a work.

The project aim is to include athletes unemployed in the job market. The offer a 4 steps program concerning:

- orientation to work
- career transition workshop
- vocational training
- internship.

It is the following proposal of a project called Sport & Work, a trial made by Regional Olympic Committee of Lombardy, that has only one edition and was abandoned because of the little participation of athletes and the difficulty to enroll them.

Work orientation consists in information permitting to find a professional path to walk. On one hand information about personality and personal competences, attitudes, interests, educational needs, on the other hand information about the world of work. Putting together this kind of information allows to define a strategy to efficaciously face the world of work.

The career transition workshop consists in a team working day for high level athletes, coming from different sports, meeting in order to discuss about the reintroduction in the world of work experiences and expectations. During the assessment, important points concerning world of work are discussed

such as: change management, locus of control, professional responsibility and individual development plan.

EduCare Sport (EduCation Sport) – BNL Group Paribas

EduCare Sport has been developed by the partnership between BNL (National Labor Bank) and the Italian Olympic Committee. The initiative has been also organized by LGS Sport Lab, a management organization for professional athletes, which sees to event organization in sport, communication, image promotion of professional athletes. They are also involved in vocational training for Federations and Sport Clubs.

The project purpose concerns the transmission of economic and financial knowledge, regarding money saving and investment, throw athletes, post-career athletes and also sport managers. The training is divided in 3 modules:

- psychological module
- general finance/economy module
- micro-credit module

The psychological module, which is totally managed by Coni, particularly by a psychologist, gets throw the skills, learnt by athletes during their sport activities, that can be useful in order to build a professional path besides sport, such as team working or problem solving. The main proposal is to enhance the baggage of competences built thanks to the sport career so that it can also be extended to the world of work and business. Actually, this heritage can become a start point for building new job opportunities beyond sport.

The finance/economic module, proposed by BNL, wants the athletes to get into the world of economics transmitting them some basic notions useful for business, saving, investment, projects understanding and planning.

The last module is organized by PerMicro society and concerns the transmission of more specific economic notions such as start-up, venture capitalist, business plan etc....

College Life Italia

College Life Italia has the aim of helping Italian girls and boys to get scholarships in order to simultaneously pursue their sporting and university career in the United States. College Life Italia gives support to talented athletes in overcoming the US bureaucratic process and in finding the best scholarships. The staff of this organization assists the athletes step by step during the process of recruitment, promotion and pursuit of scholarship and admission.

Projects of Associations of Athletes

Italian Association of Football Players (AIC)

The Italian association of football players has developed different projects concerning Dual Career. First of all, "Let's do training" which is an educational program started in 2013 and reserved to professional football players. The main purpose of the program is to prepare the athletes for the end of their sport career starting from the sport competences developed during their profession. Football team involved are: Novara, Pescara, Spezia e Bari, Vicenza, Virtus Entella, il Frosinone, Latina e Carpi. "Again on Career - management" is an educational path developed in partnership with "Studio

Ghiretti” concerning management. Finally, “Again on Career – secretary” which is dedicated to players who want to develop the secretary career in their team. AIC has also partnerships with some online University, that offer discounts dedicated to football players.

GIBA – CIA: Italian Basketball Players Associated & Italian Committee of Judges - Project Overtime

The project offers the possibility to former athletes to change work remaining in the sport context, bringing with them their know-how gained into the field. It's dedicated to former basketball players that play for at least 5 years in national championships, of an age between 25 and 32, and retired. Moreover, GIBA takes periodically awareness meeting with players, professional and amateur, about dual career, educational and vocational training and it's the only athlete's associations that offers an insurance for its players that play in the highest leagues of Italian basketball, to give them a little annuity when they retired.

Ministerial projects

Scientific High School of Sport, Liss – Educational Ministry

Liss is a new kind of High School introduced in 2014-2015 after a public school ministerial reform. The main purpose of this school is to develop both sport and general competences concerning maths, physics, economy and law. It wants the student to find the links between different subjects developing methodologies and knowledges not only in sport. It comes from the need in society to enhance sport as a tool of cultural inclusion and solidarity. The school have different modules and each High School has the possibility to choose what modules offer to student; some modules give the possibility to take a license (Rescue License for swimming pool) that students can work with. It's open to athletes-student and student, and athletes can have a flexible timetable. Its aim is also to prepare students to University or for a work in sport, to expand culture of sport and physical education in Italy and to help athletes-student to pursue an education.

Ski College – Educational Ministry, Federation of Skiing and Union of Mountain Entities

The Ski college project has been developed by the Federation of Skiing, that many years ago settle a collaboration with the Ministry of Education and of the Union of Mountain Entities. It includes also a partnership with a series of High School into the territory of North Italy, where athletes of skiing can go to study with a flexible timetable and a tutorship figure dedicated. It involves more or less 10 High School.

Project “WEBSPORT 360” – Educational Ministry

The program has been presented in February 2016 and takes inspiration from the recent ministerial reform of School (named as “Good School”) that includes a special citation for athletes-student. It is made thanks to a special collaboration between National Olympic/Paralympic Committee, Ministry of Education and League A of Football. It offers the possibility to athletes-student to use an online platform in order to provide for the maximum hours of absences allowed by the School (25% for each student) for particular issue. The program offers also a tutorship, both in School and in football Club, monitoring the athletes educational path, especially when they are away from school and use the online platform to study. In this first season the project includes only football players, but in the next ones they want to extend the project for all athletes of all Federations.

Project “The new season” – Labour and Social Politics Ministry and Coni

The new season is a project for sustaining athletes in their professional choices after their sport career end. The main purpose of the project is to give value to competences acquired during the sport career so that they can be used in the contemporary world of work.

The project has a first step of information and communication which has the objective to promote the initiative among the athletes.

After this step, athletes are supposed to have orienteering interviews and specific training paths are proposed starting from the needs pointed out. There are three kinds of paths:

- basic training for athletes at the end of their career
- specific training for sport management
- specific training for entrepreneur in sport

At the end of the training, internships and entrepreneur projects are actuated. Monitoring and evaluation activities are also implemented so to attest the efficacy of the initiative.

SLOVENIA

Mateja Sedmak, Blaž Lenarčič - Institute for Social Studies Science and Research
Centre Koper, Koper and Petra Robnik – Olympic Committee of Slovenia

Best practices in dual career

The area of dual career in Slovenia is vastly under researched, especially in the higher education field, whereas the situation is somewhat better on the primary and secondary education level. Still there are some efforts being made, which will be presented below.

Some efforts regarding better inclusion of athletes after end of the sport career have been made, such as “dual career” programme, which proposes a comprehensive approach to athlete’s development through specific sport tutors/ guides of athletes’ developments. The programme was proposed at the Olympic committee of Slovenia and the World Olympians Association’s grant helped the Slovenian National Olympians Association make athlete welfare its top priority by expanding its Olympians Tutoring Programme. The programme saw Slovenian Olympians use their own knowledge and experience to help young athletes to plan for their futures beyond competitive sport (World Olympians Association 2016). Specific funds were thus assigned for national sports associated or sport societies, members of specific sport associations. The funds for dual career development are, upon the suggestions by the national sport federation, assigned by Slovenian Olympic Academy (Slovenska olimpijska akademija –SOA). The latter is working on the aim on developing human resources and ensuring rights of the athletes, where special attention is paid to athletes’ dual career, tutoring, distance learning, scholarships, health care and employment or specific funds for deserving athletes.

Some of the stakeholders in the development of dual career in Slovenia:

Olympic committee of Slovenia (sl. Olimpijski komite Slovenije) – the main authority regarding elite athletes in Slovenia, leading several projects in the field of dual career.

Slovenian Olympians Club (sl. Klub slovenskih olimpijcev), a club joining former Slovenian Olympians is critical towards attitude towards retired athletes and aims to improve conditions for education and sport, addition to pensions for deserving athletes, aiding athletes towards employment in the field of sports as coaches and thus improving the employment possibilities.

Slovenian Olympic Academy (Slovenska olimpijska akademija –SOA), working on the aim on developing human resources and ensuring rights of the athletes, where special attention is paid to the athletes’ dual career, tutoring, distance learning, scholarships, health care and employment or specific funds for deserving athletes.

Slovenian athlete trade union (sl. Slovenski sindikat športnikov) who strive for the rights of professional athletes.

Guardian of athletes’ rights (sl. Varuh športnikovih pravic), the institution was established in 2014 and aims to safeguard and educate athletes regarding their legal rights.

Erasmus + sport projects and European Projects

GEES: Gold in Education and Elite Sport

The GEES project financed by Erasmus + Sport Program includes Faculty of Sports, University of Ljubljana as a partner in consortium of 9 participant nations such as Belgium, France, Italy, Poland, Spain, Sweden, The Netherlands and UK. The general objective of the project is to implement EU Guidelines, focusing on the main competencies of athletes to develop a DC and a life after sport and on the quality of services offered to athletes for dual career. See pag. 12 for more detailed description of the project.

B-WISER - “Be a Winner In Sport & Employment before and after athletic Retirement”

The project, coordinated by the Vrije Universiteit Brussel (VUB), brings together a wide range of stakeholders that includes universities, Olympic and Paralympic national committees, elite sport and career support providers, employment and HR management experts as well as Adecco Group’s Athletic Career Programme advisers from 6 different Member States (Belgium, Germany, Italy, Slovenia, Spain and Swiss). Slovenian partner is Faculty of Sports, University of Ljubljana.

The main goal of B-WISER is to provide EU Member States with data, tools and best practices that would enable them to enhance elite and former elite athletes’ employability and employment during different stages of their careers. Schuman Associates’ role is to assist and support the coordinator on all financial and administrative aspects of the project relevant to ensuring the highest quality and an effective communication with external stakeholders. B-WISER will last for 24 months.

Aftermatch

The *Aftermatch* project is a collaborative partnership initiative for the promotion of dual career of athletes. The *Aftermatch* project’s approach is based on this basic question: which competences, acquired during sport career, can be successfully transferred in the labor market in order to offer athletes the opportunity to recycle and spend their knowledge in and for the companies, and how do that.

Specific objectives of the project are:

- To sensitize and raise awareness about the need for European athletes to think about an exit strategy outside the sport’s world, by targeting the action not directly on athletes, but on former athletes and sport associations (teachers, managers and trainers) in different EU countries;
- To identify and to officialise a way (*Aftermatch model*), validated at EU level by educational and training experts as well as by sport federations, to include innovative modules in traditional training paths for trainers and managers of sport associations, able to promote dual career and transition to post-sport career by valorising sport-related skills;
- To test the *Aftermatch model* in different European countries by means of training pilot paths targeted to: 1) trainers, coaches, managers in the field of sport; 2) teachers in sport schools or

academies; 3) labour market / private employers. The aim is to have a model customized on target groups and final beneficiary's needs;

- To spread and, if possible, to pave the way for transferring *Aftermatch model* in countries other than the ones participating the project, by setting up a transferability plan (i.e., Guidelines) including both measures for raising awareness and methodologies for activating training actions;
- To set up local promotional campaigns able to identify a testimonial (a high level athlete at country level) and to use him as a model for young generations, oriented towards media and new media channels, aimed at favouring a culture of sport including also the need of thinking about an alternative career after sport. At the same time, to sensitize companies & firms by means of creative tools (ex. the theatre performance);

The partnership consists of seven countries (Italy, Bulgaria, Slovenia, Greece and Poland). From Slovenia are two partners namely: Sports Association Maribor and Economic Institute Maribor Ltd.

AtLETyC – «Athlets Learning Entrepreneurship – a new Type of Dual Career Approach»

AtLETyC will open a new opportunity to Athletes and a new direction in their lives and provides educational training on Entrepreneurship at postsecondary (VET and tertiary) level to athletes. After the participation in the AtLETyC training programme they will be better educated and will even be able to create new jobs.

The specific objectives of the project are:

- To develop a vocational and/or higher education course on entrepreneurship athletes which will be offered in modules.
- To develop tailor-made training as the best solution, which will be composed of web-based modules and face-to-face modules according the blended learning concept:
- Special modules with country specific learning content, (e.g. business law, accounting, corporate foundations law), in form of face-to-face training in the language of the partner.

This approach shall provide athletes with a new career path and decrease unemployment. The training programme can easily be tailored to the needs of others and transferred to other countries and regions in Europe. The project's target groups are elite athletes including athletes with a disability as well as retired athletes aged between 18 and 35 sportsmen and sportswomen.

The project consortium consists of twelve partners among which are two Slovenian (Faculty of Sports, University of Ljubljana and Slovenian University Sport association). See pag. 8 for further details.

Projects of National Olympic Committee

The NOC of Slovenia supports the athletes in their career development with programs, such as scholarships, e-learning and tutoring program, as well as in terms of professional integration of former athletes. NOC of Slovenia is taking care of education of athletes, trainers, experts on the field of sport, and is now also in charge of the athlete's career programs and athletes status rights.

Adecco Athletes Career Program

In 2005 Adecco on a global level signed agreement on implementation of the program for the employment of professional athletes with the International Olympic Committee. In Slovenia the agreement was signed with the Slovenian Olympic Committee and since then they are cooperating in the program in order to help athletes with education, life skills and employment, they provide them personalized advice to determine interest, learn about transferrable skills and set a career path.

Tutoring program of Slovenian Olympians

The program for young athletes is a great lever for connecting athletes to be role models to young athletes. Tutoring can be defined as the systematic management of athletes throughout the entire sporting career, while not strictly focus on the development only of the sports careers. However, athlete is issued as an integrated personality, therefore it is of great importance to help him/her to develop his/her personality, formal education, schooling, and acquired other skills needed to transition from sport in employment career and for the long life learning. Tutoring is an individual process and allows working at the higher levels of cooperation between professionals and athletes, particularly in cases where, due to the congested situations classic professional relationship is difficult. With the Olympians as role-models and at the same time as tutors in this process the added value of the program is also the personal approach and sports background.

E-learning learning Program

In 2002, Olympic Committee of Slovenia and Telekom company established cooperation in order to facilitate the educational process of athletes with e-learning possibilities in three high schools namely: Grammar school France Preseren Kranj, Sports Gymnasium in Ljubljana Siska and II Gymnasium Maribor. Within the framework of the project and the signed agreement, the student-athletes are provided with adequate internet connection for the purposes of distance learning and school's adaptable e-learning programs. Distant learning means a lot to student's athletes, because education is carried out in agreement with the professors during their absence due to training and competitions around the world. In this year NOC of Slovenia upgraded their support and included one more Sports Gymnasium.

Development of Human Resources in sport

The operation is partly financed by the European Social Fund, the European Union and the Republic of Slovenia. The operation is being carried out within the framework of the operational program for the implementation of European cohesion policy in the period 2014-2020, the preferred axis 10. Enhancing equal access to lifelong learning for all age groups in formal, non-formal and informal settings, upgrading the knowledge, skills and competences of the workforce, and promoting flexible learning pathways including through career guidance and validation of acquired competences. Knowledge, skill and learning to improve employability; priority investment: 10.1: strengthening equal accessibility of lifelong learning for all age groups in formal, non-formal and informal

environment, the improvement of knowledge, skills and competence of the labor force and the promotion of flexible learning opportunities, including through vocational guidance and validating competences obtained, specific objective 2: Improve employee competences to reduce labor market mismatches.

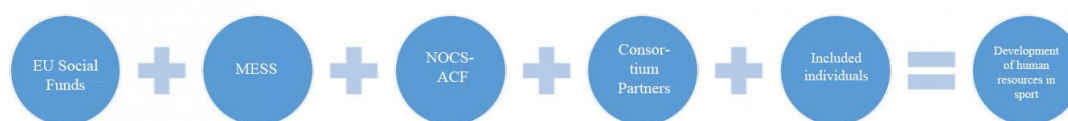
What?
Co-financing development of human resources in sport, synergy among partners.
In what way?
4 subject areas, connecting, allow synergies between development of human resources, career and science and research work.
Who?
PhD students, ex top athletes, top trainers, kinesiologists.
Why?
Purpose: enhancing the quality, competitiveness of human resources in sports and their competences.
Goal: improvement of human resources in sports, reducing mismatches regarding the labor market.
Synergies: cooperation of younger personnel with recognized experts, encouragement of top athletes' dual career development, upgrade of kinesiologists' competences, connecting of science and research work in the field of sports, transfer of new knowledge in practice, work with different age categories and target groups.
When and who?
2016 – 2022, together included 120 candidates, 40 participating consortium partners.
How many?
Available financial means: 7.000.000,00 EUR. EU share 80%. Slovenian contribution 20%. Method of funds allocation by regions: east 60%, west 40%.

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Source: <http://www.olympic.si/trenerji/razvoj-kadrov>

In this complex framework NOC of Slovenia is the leading project partner. Together with other consortium partners the synergies for the development of and for the benefit of the sports among all stakeholders of the project are established. In terms of the Dual Career, elite athletes have the possibility to obtain proper education for the work in sports or proper qualification on the highest level as possible, with the purpose: to enhance the quality, competitiveness ranking in the sports and their competences. There are 4 content kits, which connect and enable synergies between the development of human resources, career development and scientific-research work.

Subject areas of the project - goals			
A	B	C	D
<p>The growth of knowledge in the field of sports and integration of new knowledge into practice</p> <ul style="list-style-type: none"> - the development of results - towards health oriented sports - law in sports 	<p>Obtaining an education or the highest level of qualification</p> <p>Participation in activities for promotion of healthy lifestyles</p>	<p>Interdisciplinary professional training</p> <p>Transfer of knowledge on trainers in NPŠŠ or MPŠŠ or in the programs and competitive sports at younger staff in the top sports</p> <p>Gaining experience through the work as a trainer</p>	<p>Supplementary interdisciplinary professional training</p> <p>Connecting with the stakeholders in the public health system</p> <p>Transfer of knowledge and experience on human resources in the field of sports recreation and sports of old people</p>
<p>PhD</p> <p>Gaining experience</p>	<p>Professional qualification at the highest level in the sports sector</p> <p>Formal education for work in sports</p>	<p>Raising the quality and competitiveness of professional staff</p> <p>An increase in competences</p>	<p>Inclusion of kinesiological in the system of public health</p>
Achieving of synergies for the development and benefits of sports among all stakeholders			



This is not an official translation of the table content and it is for internal use only.

Source: <http://www.olympic.si/trenerji/razvoj-kadrov/cilji-projekta-rks>

The "athlete-friendly education" certificate

To recognize the best practices of the dual career on national level Olympic Committee of Slovenia suggested the solution, which was named the "Athletes Friendly Education" certificate. The latter can be comparable with other certificates at the European level. The purpose of this certificate is to select and reward educational institutions (at all levels) offering suitable and personalized education of athletes in the way of comparative advantage. The main objective is the athlete's completion of high school and to facilitate his/her transition to the higher levels of education through partner institutions and network.

Sports scholarships

Special scholarships designed for young promising athletes which in the junior categories achieve top sports achievements, and despite the lack of time their sports obligations successfully interact with the educational obligations. Partners/co-financers involved in the project are Ministry for education, science and sport, Foundation for sport and Olympic Committee of Slovenia. Each year the amount of scholarship depends on the available funds, the status of applicant (pupil, high school student, university student) and sport's and education achievements.

In addition NOC of Slovenia established a special foundation, whose purpose is to collect and distribute funds for young athletes from disadvantaged backgrounds, with the purpose to help them to

participate in sport and education. The scholarships are intended for two age groups of athletes namely; 14-18 years and 18 - 23 years.

FinGym

Financial training company in association with the Olympic Committee of Slovenia developed and established a successful financial education program for athletes. The program systematically solves financial problems of the present and future generations of athletes. It was created in order to arouse athlete's thinking and awareness on how it should be organized his/her life off the field and that during sports career athlete takes advantages of all available opportunities and last but not least to avoid the fatal mistake committed by former athletes.

Ministerial projects

Employment of the elite athletes and coaches in Public administration

In 1996 Ministry of defense, Ministry of the Interior and Ministry of Finance signed the agreement on the recruitment of elite athletes and coaches which established the conditions for the employment of elite athletes and coaches in the Slovenian army, Police and Customs Administrations (Ministry of Finance). The document was amended in the years 2007 and 2013, In addition to the aforementioned ministries, the signatories of the agreement were also Ministry of Education, science and sport and the Olympic Committee of Slovenia. At the moment, there is 115 athletes employed by the government (70 at the army, 30 at the police and 15 at the customs). The number of athletes and coaches, the candidates for the job is usually greater than places available, therefore the priority list of athletes and coaches was established. The basic condition for ranking on a priority list is athlete's achievement or classification on the international competitions at the highest level. The NOC of Slovenia is actively involved in the preparation and monitoring of the implementation of the agreement and on the criteria for recruiting.

Adaptations in the field of education

Elementary School Act, Sport's Act and the National Sports Program define specific adaptations in the field of secondary and tertiary education. For example, the conditions of the acquisition and the rights associated with the status of an athlete, which may be obtained by the pupil or student, defines the establishment of sports departments at various secondary schools, methods and guidelines to adapt the study process. These adaptations are: individual assistance, personalized teaching methods and forms, announced examination, schedule adjustment, adjustment of some content to the needs of sports training; part of the trainings in school, the possibility of increased school absenteeism, conditional promotion, taking exams by the end of the school year, extension of student status for two years, the possibility of multiple attendance of the same class, the option to enroll in the final exams course, the possibility of staying in the dormitory and individual learning assistance in the spare time at the departments of institutional type), sports schools of national importance, scholarships for pupils and students and talented athletes, innovative approaches in education (distance learning), as well as system solutions in the field of legislation (Law on elementary school, Gymnasiums Act, Law on vocational and professional education, The Higher education Act and the Regulations on adjusting

school obligations in secondary schools). Certain high schools in the country have sport's departments which are based on the concept of dual career. The latter means that educational process is as far as possible adapted to the students/pupils athletes.

SLOVAKIA

Jaromír Šimonek – Constantine the Philosopher University, Nitra

Main legislative regulations related to dual career in Slovakia

On 1st January 2016 it comes into force the **Act on Sport** N° 354/2016 Coll. ⁷, amended as of November 2016 ⁸, that legally stipulates the following chapters:

- sport competition
- subjects in sport (professional, amateur, talented athlete, coach, administrator, etc.)
- legal relationships upon performing, organizing, managing, administering and supporting and developing sport
- solving disputes in sport
- competences of public administration bodies in sport
- measures against negative phenomena in sport (doping, hooliganism, xenophobia, racism, etc.)⁹.

Based on the Act on Sport, sport clubs and unions have to guarantee contract on talented athlete sport preparation, a 3-year-long professional contract. By this contract talented athlete agrees to perform sport on behalf of the sport organization and the sport organization agrees to provide sport preparation and education of talented athlete. Based on this contract the sport organization agrees also to provide health/medical care and regeneration for the talented athlete. It also allows for and facilitates education of the student-athlete. After the termination of the contract the talented athlete has to agree to sign professional contract with the sport club. In case of failing to sign the professional contract, the talented athlete is obliged to refund all the expenses spent by the club during the last contract.

The Act on Sport establishes a new type of school, the **Secondary sport school**, that offers secondary professional education and would include only pupils with the talent for sport. This section of the Act on Sport will come into force on January 1, 2019. Secondary sport school would provide:

- **comprehensive secondary education** (e.g. servicing and maintenance of sport facilities)
- **secondary general education** (the current secondary grammar school – study programme 7902 J 77 – sport)
- **complete secondary professional education** (e.g. sport management, sport organizer, sport expert, etc.).

This type of secondary school would be focusing merely on:

- Pupils with sport talent – all classes would be sport classes
- More than one specialization in a sport class
- Certification from the particular sport union on the level of performance of the sportsmen would be required for enrollment.

⁷ (<http://www.noveaspi.sk/products/lawText/1/85423/1/2>)

⁸ (<https://www.slov-lex.sk/pravne-predpisy/SK/ZZ/2016/354/20170101>)

⁹ (<https://www.slov-lex.sk/pravne-predpisy/SK/ZZ/2016/354/20170101>)

Compulsory requirements on sport schools - each sport school has to provide the following for the talented student-athletes:

- Regeneration (quality and regularness)
- Testing of sport performance (regularness + ranks)
- Theoretical preparation
- Psychological support
- Tutoring.

Universities/sports faculties:

To prepare elite athletes for post-athletic career (coach, sport manager, PE teacher or fitness manager), student-athletes are offered the following special arrangements by universities (especially faculties of sport):

- flexibility of timetable,
- adapted curriculum,
- e-learning programmes,
- distant education,
- supplementary tutoring,
- individual tempo of learning,
- the use of facilities and sport services,
- other supporting services such as: free accommodation at dormitories, catering,
- sport scholarships,
- special rewards and honors awarded by deans and rectors of universities.

Athletes can work for the following state bodies:

- the government,
- public institutions,
- the armed forces,
- the police,
- the border police,
- the forestry sector,
- the customs service.

The new Act on Sport stipulates explicitly the definitions of terms in sport, among them: professional athlete, elite athlete, talented athlete, etc., thus providing legislative framework for tax levying and starting business of athletes.

The Slovak state provides support of dual career of elite athletes also through financial donations from the national budget:

Sport centres administered and financially supported by different ministries provide preparation of elite athletes, employment and social provision of elite athletes in the following three centres:

1. National Sport Centre (under the Ministry of Education, Research, Science and Sport - in 2016 allotted 2.526.016 €)

2. Police Sport Centre (under the Ministry of Internal Affairs – in 2016 allotted 2.200.933 €)
3. Dukla Sport Centre (under the ministry of Armed Forces in 2016 allotted 5.078.494 €)

Erasmus + sport projects and European Project

DC4AC Regional Centre for Dual Career of Athletes

Projects from National Olympic Committee

Athlete Career Programme (ACP)

Since 2008, the Slovak Olympic Committee cooperates with the personal company **Adecco Slovakia** on the project of the IOC Athlete Career Program focusing on the support of elite athletes (Olympians, representatives) when transiting from professional sport career into the civil life. This programme has been realized since 2005.

In general, so far there is a very feeble interest of sport federations and athletes in the professional seminar “Career programme for athletes” offered by Adecco.

GREECE

Christina - Irene Karvouna – European Institute for Local Development, Thessaloniki

Main Actions and Initiatives concerning DC4AC in Greece

Sports in Greece are quite widespread and popular. Nevertheless, the sport orientation of young people decreases with the passage of time. Additionally there is a lack of actions and creative opportunities in our country.

Most athletes usually start their sport career from early childhood after their parent's inducement. When it comes to this, athletes register in equivalent sports club. Specifically, in high competitive sports athletes are provided with:

- Protection and safety, consolidation, boost of mental health of athletes
- Improvement of athletic performance through physical preparation and training
- Selecting, defining and directing the participants in sports

The motivation given to athletes to approach the success is to enhance the desire of the individuals and to avoid failure.

Legislative Framework in Greece

In Greece, the regulation related to athletes and sports is based only at the law 3479, 2006 (FEK A "152", Establishment, organization and operation of sports trade associations and other provisions). Besides, includes "organizing and conducting regular training seminars of administrative and cooperation with such centres, for after-football training footballers". This provision applies to all high level athletes of all sports.

Generally, In our country athletes are amateur and belong to associations which are amateurs. Sports that have professional contract are only football, basketball and Volleyball. Nevertheless, none of the sporting federations have programs to support a second career. Additionally, professional athletes in course of their careers have health insurance and not pension insurance.

In Greece, the role of State contains:

- Designation to public sector
- Facilitations to military service
- Bonus for entrance in tertiary education

Decision Makers: Little things have been done by Decision Makers (General Secretariat of Sports, Hellenic Olympic Committee, sport associations, etc)

With reference to **Educational Support**, distinguished athletes have the chance to continue in higher education by favouring certain undertakings.

Regarding to **Potential Job of Athletes** there is no considerable support for a Dual Career. But after the end of their career there is support for the transition to the job level:

- Some of them give exams for continuing their career as coaches or build e relevant with sport career.
- A majority of them get directly employed in public sector
- Few athletes who participate Olympic Games and claim medals have special provision and rights. In case they claim positions 1 to 6 at the Olympic games They will be hired as public employees

General Conclusion

General problem is the vague limits of the athletes who want to work. There is support in the education and training process but there is not any support in the employability part. It is obvious that there is a lot of space for improvement in the bellow fields:

- Educational system for sports facility
- Creation of sports centers
- Increase of public sector
- Creation of motivation
- Creation of athlete health card

Generally, in Greece there is a lack of interest by the state and sport agencies for a strategy for a sustainable career for athletes. Besides, the “EU Guidelines on dual career of athletes” has not been implemented satisfactory by Greek sport associations and sport authorities. Additionally, the financial crisis in Greece holds back the development of new opportunities.

Recourses

Website resources:

www.dualathletescareer.gr/

www.acadimies.gr/site/article.php?aid=1831&cid=19%20

www.elleda.gr/sites/default/files/praktika_13.pdf

BULGARIA

Georgi Yakaliev and Yordanka Petrova – NGO My World, Bulgaria

Introduction

In the Bulgarian elite sport, priority is mainly placed on sporting results and there is a lack of a legal framework about DC, as well as a sustainable government policy. The status of a "student – athlete" is not clearly defined and this puts those students, and their careers, seriously affected. In June 2016, the Bulgarian Minister of Youths and Sports declare its intention to make the DC one of the key issues during the Bulgarian Presidency of the EU in 2018. Many stakeholders declare their full support the development and implementation in Bulgaria the DC Guidelines, although few of them read the Guidelines, or have clear idea what the DC is: many them confuse the DC with the Swiss model of dual learning or the combination of education and training in a vocational school with in-company training, (i.e. apprenticeship-based system). Another misunderstanding regards the connection of DC with a post athletic career in the sport field (i.e. becoming trainers, coaches, sport teachers, work in the Police, Army or Security Companies), that is often preferred for career development by former professional athletes after completing their sport career or for talents that have failed to materialize for one reason or another.

Bulgarian model of sports governance

The main legal act that regulates the public relationships concerning the physical education and sports in Bulgaria is the Bulgarian Physical Education and Sports Act (PESA) . It lists the state's competence towards sports, regarding all the aspects of sport organizations, from grassroots sport to elite and Olympic athletes, from sport organizations work to education of experts and financed projects. In accordance to Art. 7 from the PESA, the basic directions of the national policy in the field of sports are approved by the Council of Ministers (CM), that as well annually provides the necessary funds for the development of the physical education and sports due to the State Budget Act of Republic of Bulgaria, where financing of the sports activity is stipulated.

PESA recognizes three basic kinds of sports organizations in Republic of Bulgaria, as listed below.

- 1) Sports Club. Voluntary associations of citizens, registered as non-profit legal persons, which develop and promote physical education and sport and carry out training and competition activities of one or more sports (Art. 11, par. 1 from PESA). Sports clubs must be registered as joint-stock companies - professional sports clubs, or as non-profit associations - professional sports clubs. After registration as a legal entity, the sports clubs are obliged to apply for membership in the respective federation (Art.10, par.6 from PESA).
- 2) Sports Federations. Voluntary associations of sports clubs from one or similar type of sport, which coordinate the development, practising and administration of the respective sport on national level and represent their members before the state and international sports organisations. (Art. 14, par.1 from PESA). It is an obligation of the sports federations to be granted a license by the competent state body. Together with gaining a sport license, the

respective sports organization receives some powers in the field of the sports activity developed, listed in Art 19 from PESA.

3) National Sports Organizations. Voluntary associations of sports clubs and/or sports federations which coordinate their activities in a specific subject of activity in the system of physical education, sports and social tourism, and interact with the state and with the international sports organizations in forming and implementing the national sports policy. National sports organizations shall be registered as non-profit legal persons for the public benefit and participate principally in the development, implementation and reporting the results of the fulfilment of the National Programme for the development of physical education and sports.

Athletes

PESA distinguishes amateur and professional athletes; their status is determined by the regulations accepted by the relative sports federations. The criteria for distinguishing the types of athletes is whether they receive a financial reward for their sport activity or not. Amateur do not receive remunerations, while professional athletes receive remuneration on the grounds of a labour contract or due to their professional activity, in accordance to art. 13 of the Ordinance.

Financing of the sports

The financing of the sports has two main origins in Republic of Bulgaria: settled in the state budget, respectively in the municipal budgets, as well as from the specially established state company – Bulgarian Sports Totalizator. PESA settles the sports activities which are financed from state budget funds and the sports activities financed from the money collected from the Bulgarian Sports Totalizator. (a state recipient of the rights and the obligations of the existing before its incorporation the state owned so called “money lottery”, which was a company that carried out lottery, toto and lotto games, especially betting over the results of sports games).

The resources for the sports organizations are provided based on contracts for sports development, by taking account of the social importance of sports activities which are being supported.

Professional capacity and qualifications

The requirements for the professional capacity and qualifications of sport education specialists performing sport pedagogical and sport training activities and offering sport training services in the system of education and sport have been specified in Regulation No. 2 of 25 october 2011. The sport pedagogical specialists in the system of physical education and sport include the following positions:

1. Instructor;
2. Assistant-coach;
3. Coach;
4. Senior coach;
5. Head coach.

Education system, career guidance, vocational education and training (VET)

In Bulgaria, the two bodies responsible for Vocational Education and Training (VET) are the Ministry for Education and Science and the Ministry of Labour and Social Policy. The Ministry for Education and

Science has the overall responsibility for the entire school system and is the main policy-making body with responsibility for the budget, and control over Initial Vocational Education and Training (IVET). The Ministry of Labour and Social Policy and the Ministry for Education and Science are both responsible for adult education, often referred to as Continuous Vocational Education and Training (CVET). The National Agency for Vocational Education and Training, work to assure and maintain the quality of the vocational education and training of young people and adults. It aims to do so according to the labour market needs, to develop the competitiveness of the Bulgarian economy. The Agency also cooperates with social partners in implementing coordinated policies for lifelong learning, continuing vocational training, and in introducing successful European practices. The main aim of Agency is to provide access to work related training for the unemployed, and expand the access to vocational education for all citizens, according to the needs of the labour market. It is currently also working to develop the State Educational Requirements (standards) for acquiring qualifications.

Legislation related to dual career in Bulgaria

How the Dual Career is put in the key national documents:

- National Development Programme 2020: “Providing a dual career to talented athletes - quality education and sports training”;
- National program for the development of physical education and sports 2013 – 2016: The DC is mentioned as: “Development and implementation of flexible learning paths, allowing the realization of "dual career" - education and sport”.

So, as you can see above, the dual career still is still just an intention, or declaration, from policy and legislation point of view.

Good practices in Bulgaria

Good Practice 1 – Ministry of defence & Ministry of Interior.

The Centre for Elite Sports at the Ministry of Defence and the Centre for Training and Sports at the Department of Physical Training and Elite Sport at the Academy of the Ministry of Interior annually accept and update their staff. The main objectives of these centres are to support athletes with proven results at World Championships and Olympic Games (medallists and finalists) who, along with their military training, continue their training and racing activities.

Good Practice 2 – Admitting to the higher schools without a competitive examination

Positive changes are reflected in the Physical Education and Sports Act (Art. 26, par. 5 of 02.08.2013): Medallists from the Olympic Games, World and European Championships have the right to be admitted to the higher schools without a competitive examination, beyond the approved order under the Higher Education Act. The admission is made on the proposal of the Minister of Youth and Sports outside the approved number of the students admitted under the Higher Education Act and after a decision of the academic staff of the higher school.

Good Practice 3 – Individual Education Plan in NSA “Vasil Levski”

The NSA's individual educational plan provides elite athletes with the necessary knowledge that is shortened over time and in a synthesized form. One of the possible ways is the introduction of distance learning at some of the universities in Bulgaria.

Good Practice 4 – Sport Schools provide degree of professional qualification

As a result of cooperation between the Ministry of Youth and Sports, the Ministry of Education and Science and the NSA "Vasil Levski" from the school year 2011-2012 in the sports schools, there is a training for acquiring a third degree of professional qualification in the professions from professional field Sport: "Assistant Coach", "Fitness Assistant Instructor" and "Organizer of Sports Events and Championships". The implementation of the approved curricula for training in sports schools is a prerequisite for attracting promising young athletes and for their successful realization in life.

Good Practice 5 – Career Centre at the NSA

The career centre of NSA "Vassil Levski" realizes the following activities: consults the students in their preparation for job interviews - putting together a CV, motivational letter, interviewing also for participation in activities with legal relations with employers. Moreover, it explores the possibilities for work for professionally trained specialists in the field of physical education and sports; gives information to the students about availability of suitable jobs; helps students contact the employers; conducts analysis of the conditions and progress of the labour market through modern means and technologies (consultations, work meetings, conferences, scientific research etc.); gives students information for alternative working possibilities in different fields of the physical education, sports and tourism; organizes and conducts national and international events concerning career orientation and realization of students. More info at: <http://www.nsa.bg/en/page,1243>

Good Practice 6 - Work-based learning (dual training) – The Swiss Model

Amendments and supplements to the Law on VET adopted in 2014 enabled better match between the acquired competencies and the requirements of the labour market. Among other things, changes in the law regulate the possibilities of introducing a new form of vocational training - work-based learning (dual training). It is applicable for persons aged 16+ (students and adults).

Erasmus + Programmes

S2A Sport - From Strategy to Action: Supporting the professionalization of sport organisations through the definition of work-based competencies and the development of fit-for-purpose training for Sport Administrators”

<http://www.s2a-sport.eu/> ; <http://nsa-erasmus.com/en/s2a-sport/>

One of the key parts of the S2A project is the implementation of the “7 Step Model” for the development of industry-led occupational standards, specifying the standards of performance, and defining the precise knowledge skills Sport Administrators need to perform effectively, as well as the production of a corresponding training programme handbook and material that will be tested and piloted. Overall, the end goal will be to change and modernise existing training programmes, to equip those working or volunteering as Sport Administrators with the right skills and so to contribute to building the capacity and effectiveness of sport organisations across Europe. Duration: from September 2015 to February 2018.

V SPORT +: Strategies for a Competent Workforce

<http://www.its.edu.mt/industry-research/our-projects/past-projects/vsport-project.html>

The project aims are: ensure a successful dissemination of the LLL Strategy at all levels to reach all relevant stakeholders, encourage and support the transfer and implementation of the LLL Sport Strategy at all levels and stimulate changes within vocational education to ensure it fit for purpose and aids employability and mobility.

The 7 steps model (<http://www.vsportplus.eu/wp/lll-strategy/7-steps/>) provides a framework for the development of a strategic approach to ensure that vocational education, training and qualifications (VET system) exist to support the development of this workforce and to also ensure that the sector of Leisure and Sport delivers its potential. Indeed, the model aims to bring together the education and employment stakeholders in a collaborative approach, to ensure that VET provision is fit for purpose and in line with the needs of the workforce. It is funded by EACEA – LLP – Multilateral Projects and had a duration of 29 months, from 2011 to 2014.

Conclusions

Although all necessary elements of the dual career system exist in the country (except legislation and political approach), Bulgaria still suffers from:

- Lack of capacity in the field – there are only few people from NSA and Ministry that deal that deal with DC;
- Still no, or poor, coordination between institutions, stakeholders, ministries, parliament, although all necessary elements of the DC exist for the successful implementation.
- Athletes and stakeholders do not understand correctly the meaning of DC – almost all of them think that the DC is prolongation of sport career as a trainer, coach or working in security companies;
- No clear vision of the scope of athletes to be covered by the DC system;
- Good national practices to follow.

For Bulgaria, it is necessary to apply a European dimension to the principle of the dual career, and to make efforts to go beyond purely national frameworks, (i.e. to offer young talented athletes the best provision possible for balancing sport and study, as well as the best possibilities for training and transition for their post-sports careers).

Measures to implement the DC policy in Bulgaria so far are mainly by supporting the dual career of athletes in sports schools. On the territory of the country there are 24 sports schools, where the training is carried out through specialized curricula and programs aimed at supporting the process of building the athlete, sport achievements and create the opportunity for a successful career after the end of the sport. The conditions for a dual career of elite young athletes in sports schools are related to the implementation of forms of training other than daily (individual, combined, self-sufficient), flexible sessions and exams schedules, and the enhancement of the quality of vocational education. The new Pre-school and School Education Act effectively applies to students with outstanding talents in sports schools the combined form of education. It ensures that 100% of the training hours are provided by specialized training and gives the opportunity to reduce the number of attendance classes in other subjects from the curriculum. There is still no sustainable solution in terms of financing the implementation of individual and combined forms. Lack of funding prevents the effective implementation of forms of training for which additional financial resources are needed to pay the work of pedagogical staff, in view of the fact that the scheduling schedule is different from the weekly timetable. As a result of cooperation between the Ministry of Youth and Sports, the Ministry of Education and Science and the NSA "Vasil Levski" from the school year 2011-2012 in the sports schools, there is a training for acquiring a third degree of professional qualification in the professions from professional field Sport: "Assistant Coach", "Fitness Assistant Instructor" and "Organizer of Sports Events and Championships". The implementation of the approved curricula for training in sports schools is a prerequisite for attracting promising young athletes and for their successful realization in life.

In order to overcome this imbalance, it is necessary to adopt a number of legislative measures apart from those already existing in the Physical Education and Sports Act - Olympic medallists, World and European Championships, to be admitted to higher schools without a competitive examination, as per Higher Education Act. This could happen by proposal of the Minister of Physical Education and Sports after a decision of the academic staff of the higher school (Article 25, paragraph 5 of 02.08.2013).