



7th International Congress
**Mountain,
Sport & Health**

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Supporting dual career and employability of active and former elite athletes: Italian contributions to the B-WISER project

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9th November 2017 – Rovereto (TN), Italy



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PER LE PARI OPPORTUNITÀ
THE ADECCO GROUP

Career development and transitions

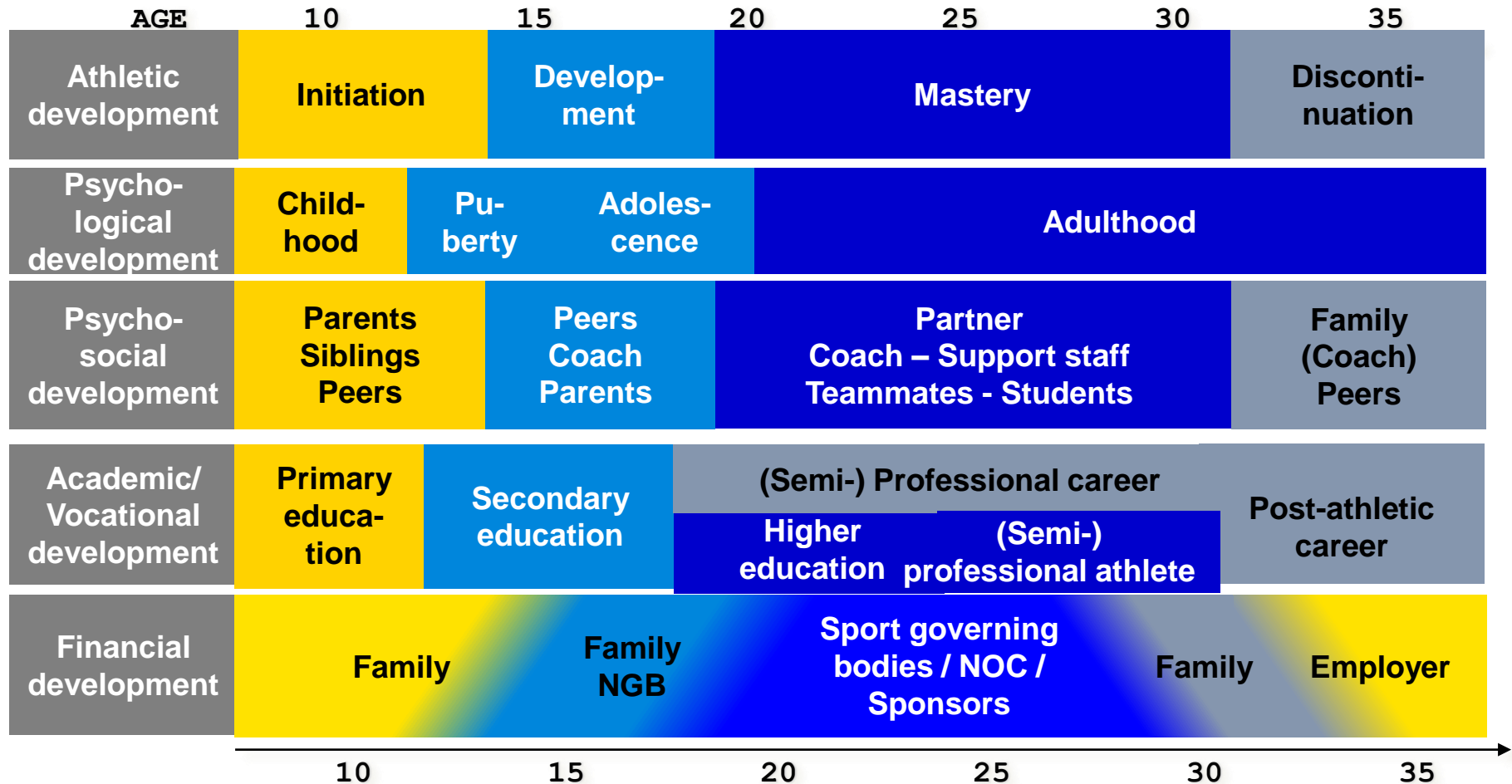
Long past, but short history.

- 1995: *Special Interest Group – Career Transitions in Sport* (under the umbrella of European Federation for Sport Psychology, FEPSAC)
- *Career Transitions in Competitive Sports* (Wylleman et al., 1999)

Dual career = a successful combination of education, training or work with sport that enable an individual to reach his or her full potential in life (Wylleman et al., 1999)

Holistic athletic career model

(Wylleman & Lavallee, 2004)



Background

Career transitions

Parental involvement and athletes' career in youth sport

S. Wuerth ^{a,*}, M.J. Lee ^b, D. Alfermann ^a

Career transitions in sport: European perspectives

P. Wylleman ^{a,*}, D. Alfermann ^b, D. Lavallee ^c

A lifespan perspective on the career of talented and elite athletes:
Perspectives on high-intensity sports

P. Wylleman ^{1,2} and A. Reints ²

**ISSP POSITION STAND: CAREER DEVELOPMENT
AND TRANSITIONS OF ATHLETES**

PUTTING CULTURE INTO CONTEXT:
CULTURAL AND CROSS-CULTURAL PERSPECTIVES IN
CAREER DEVELOPMENT AND TRANSITION RESEARCH
AND PRACTICE

NATALIA STAMBULOVA

NATALIA B. STAMBULOVA¹ AND DOROTHEE ALFERMANN²

A critical review of career research and assistance through the
cultural lens: towards cultural praxis of athletes' careers

Natalia B. Stambu

**The Mobilization Model of Counseling Athletes
in Crisis-Transitions: An Educational
Intervention Tool**

NATALIA STAMBULOVA

**Counseling Athletes in Career Transitions:
The Five-Step Career Planning Strategy**

NATALIA STAMBULOVA

Career termination

The effect of athletic and non-athletic factors on the sports
career termination process

S. Cecić Erpič ^{a,*}, P. Wylleman ^b, M. Zupančič ^c

Reactions to sport career termination: a cross-national
comparison of German, Lithuanian, and Russian athletes

D. Alfermann ^{a,*}, N. Stambulova ^{b, 1}, A. Zemaityte ^{c, 2}

An investigation of potential users of career transition
services in the United Kingdom

J. North ^a, D. Lavallee ^{b,*}

Elite athletes' image of retirement: the way to relocation in
sport

M. Torregrosa ^{*}, M. Boixadós, L. Valiente, J. Cruz

A lifespan perspective on transitions during a top sports career: A case of an elite
female fencer

Nadine Debois ^{a,*}, Aurélie Ledon ^b, Cécile Argiolas ^c, Elisabeth Rosnet ^a

Factors contributing to the quality of the transition out of elite sports
in Swiss, Danish, and Polish athletes

Andreas Kuettel ^{a,*}, Eleanor Boyle ^{a,b}, Juerg Schmid ^c

Dual Career (DC) as a policy domain

A multi-stakeholders **policy domain** (e.g., education, youth, health, labor market) which connect these towards adequate career development of talents.



How many **elite** athletes in DC?

Holistic Perspective on the Development of Elite Athletes

Paul Wylleman*, Nathalie Rosier**

DC elite athletes as athletes facing a dual challenge (e.g., sport with education or work) and at the same time competing at national or international level.



> 120,000 per year



> 7,000 per year (out of > 4 mill.)



STUDY ON THE MINIMUM QUALITY REQUIREMENTS FOR DUAL CAREER SERVICES

1. There should be an **independent organisation** responsible for DC
2. Formal **agreements** with educational institutions to ensure their support for DC
3. All **support is adapted** to the needs of the individual athlete
4. Sports facilities should be close to educational facilities, to facilitate **athlete mobility**
5. The formation of a **DC network** is encouraged

Accommodation:

- Sleeping facilities, suitable for athletes' dimensions and size
- Restaurant, serving healthy, fresh and well-prepared food
- Sport facilities of the highest international training level
- Rooms to study - ICT and Internet equipped- and to relax

Educational facilities

(should be international exchangeable), which offer programmes that are:

- Progressive (for the individual), courses can be linked and combined
- Relevant (for the individual), concerning the desired learning career
- Encourage employability (of the individual), are linked to industry-recognized providers
- Encourage commitment (of the individual), minimum amount of learning hours
- Accredited, by national education standards and ministry

Staff

all specialists are nationally accredited, committed to the Dual Career of the individual athlete and full time available:

- Physiotherapy
- Coach (Strength, Conditioning, Recovery)
- Nutritionist
- Sport Psychologist
- Medical support

Facilities:

All facilities mentioned at 'accommodation' should be located close to each other to improve the athlete's mobility. The basic principle here is that the athletes in an HPTC should not lose time travelling from one facility to another but be able to use their training-study time schedule most efficiently. Recommended is a 15 minute rule, meaning that all facilities should be within a 15 minute biking distance from each other (preferably at the same location).

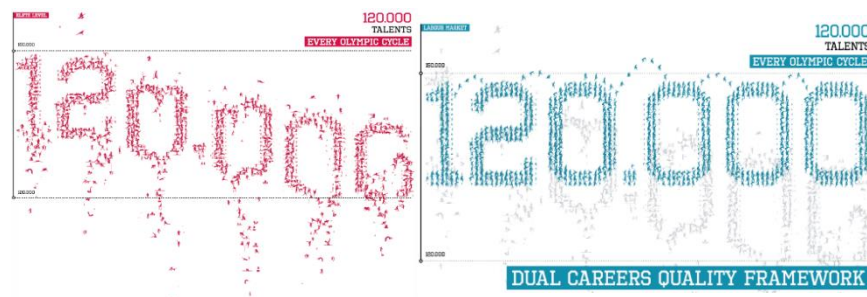
Services

all services should be centred around the individual athlete and delivered by nationally certified experts.

- Lifestyle support
- Career support
- Nutrition support
- Medical support
- Psychological support

CURRENT SITUATION

POTENTIAL LOSS OF TALENT



DESIRED SITUATION

POTENTIAL GAIN OF TALENT



Gold in Education and Elite Sport

Enhancing the competences of elite student-athletes
& dual career support providers

INSEP
Terre de Champions

VUB

VRIJE
UNIVERSITEIT
BRUSSEL

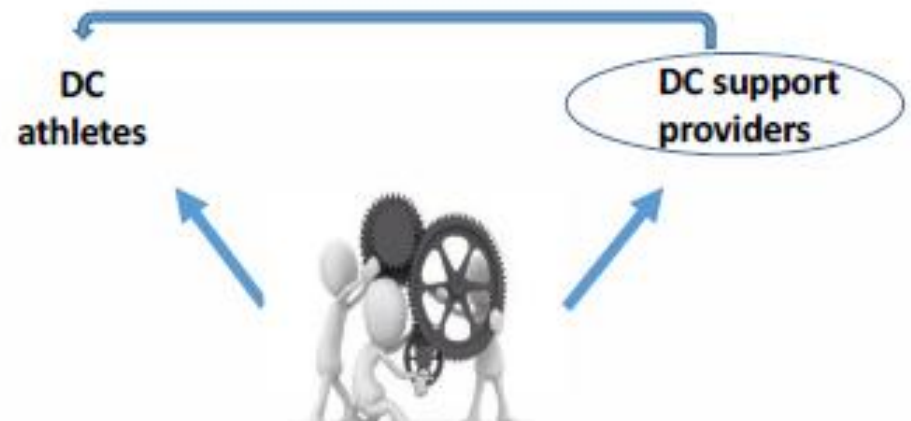


Erasmus+



A pool of 9,400 DC students-athletes
9 EU countries, 45 researchers

Aim: to identify **key competences** (of DC student-athlete
and DC support provider) for a successful dual career.





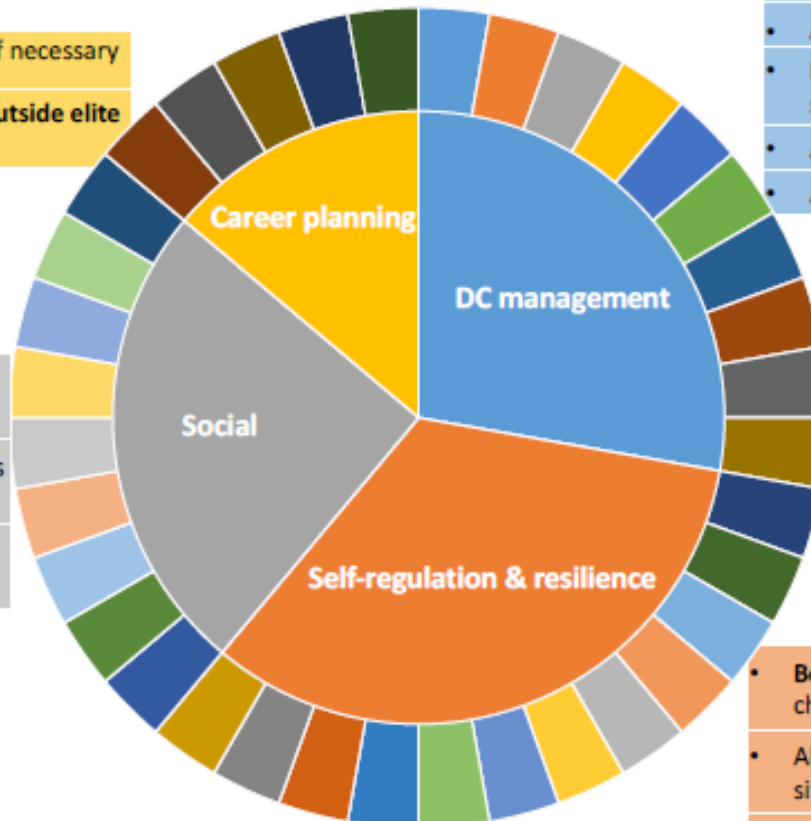
Gold in Education and Elite Sport

Enhancing the competences of elite student-athletes
& dual career support providers

DC students-athletes **key competences**

- Ability to **be flexible** and change plans if necessary
- Being curious to **explore career plans outside elite sport**

- **Asking advice** to the right people at the right time
- Eagerness to **listen and learn** from others and past experiences
- Ability to **maintain relations** with important others



- **Self-discipline** to manage the demands of your study and sport combination
- Ability to **use your time efficiently**
- **Dedication** to succeed in both sport and study
- Ability to **plan conscientiously in advance**
- Ability to **prioritize** what needs to be done

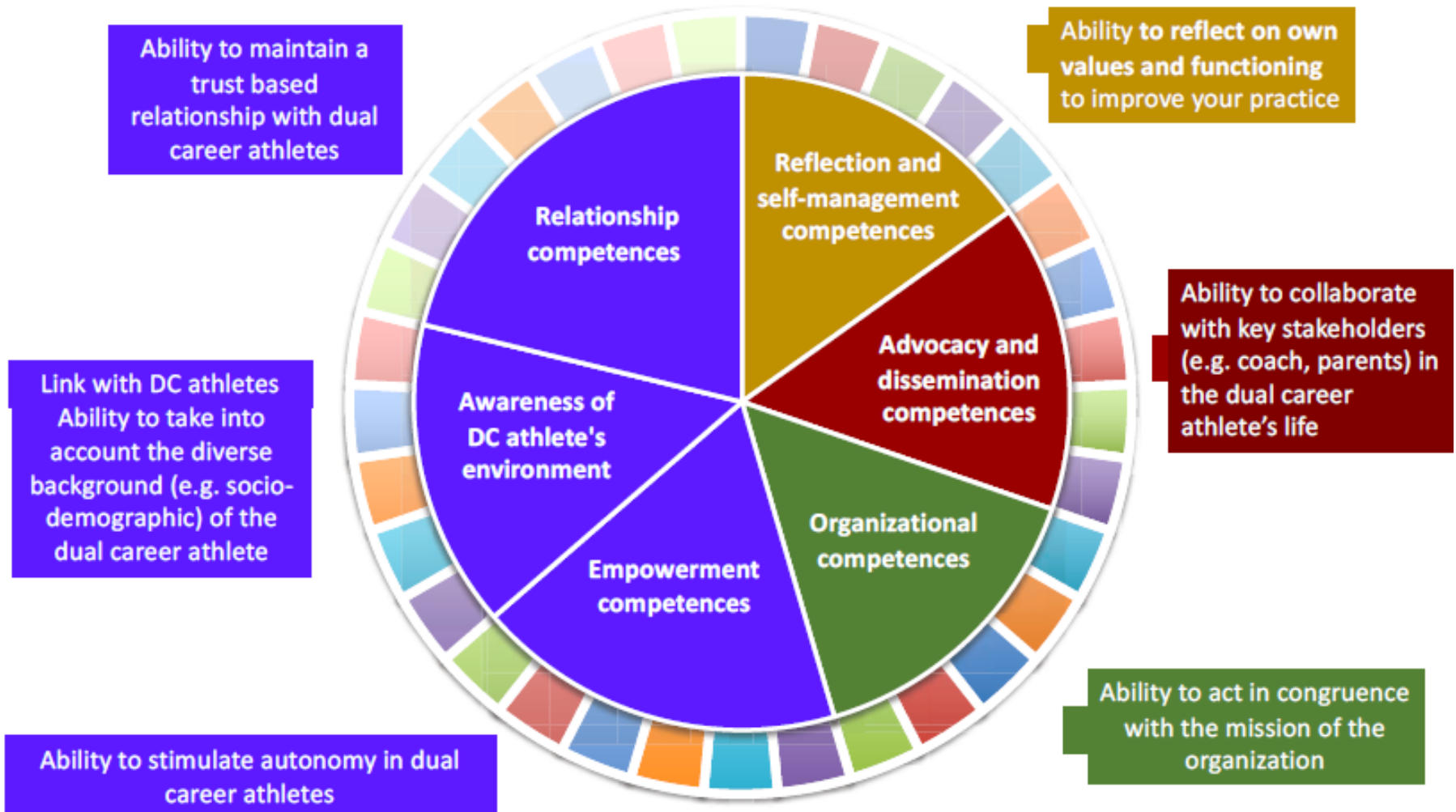
- **Belief in your own ability** to overcome the challenges in sport and study
- Ability to **regulate emotions** in different situations
- Ability to **cope with stress** in sport and study
- Ability to **use setbacks** in sport and/or study as a **positive stimulus**



Gold in Education and Elite Sport

Enhancing the competences of elite student-athletes
& dual career support providers

DC support providers **key competences**

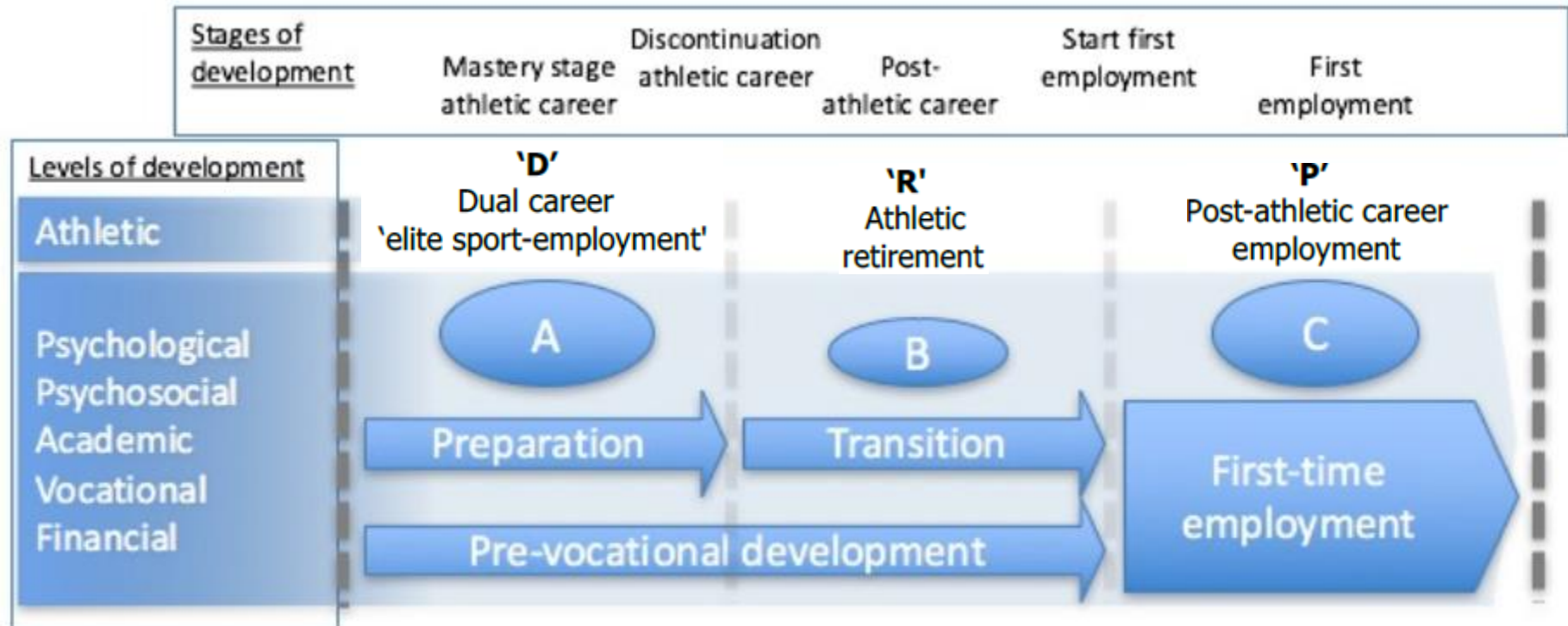


B-WISER

*Be a Winner in elite Sport and Employment
before and after athletic Retirement*

6 EU countries, 13 partners, 39 experts

Aim: to enhance elite athletes' **employability** and
employment opportunities.



Be a Winner in elite Sport and Employment before and after athletic Retirement

WP1

Perceptions, roles, contributions, and interactions of stakeholders

To identify, use methods to develop, and formulate recommendations on **the perceptions, roles, contributions, and interactions** (incl. challenges, requirements, best practices) of (a selection of representatives of) **five stakeholders** with regard to **elite and former elite athletes' employability and employment** during the three consecutive **DRP career stages** in the participating **EU Member States**.

Be a Winner in elite Sport and Employment before and after athletic Retirement

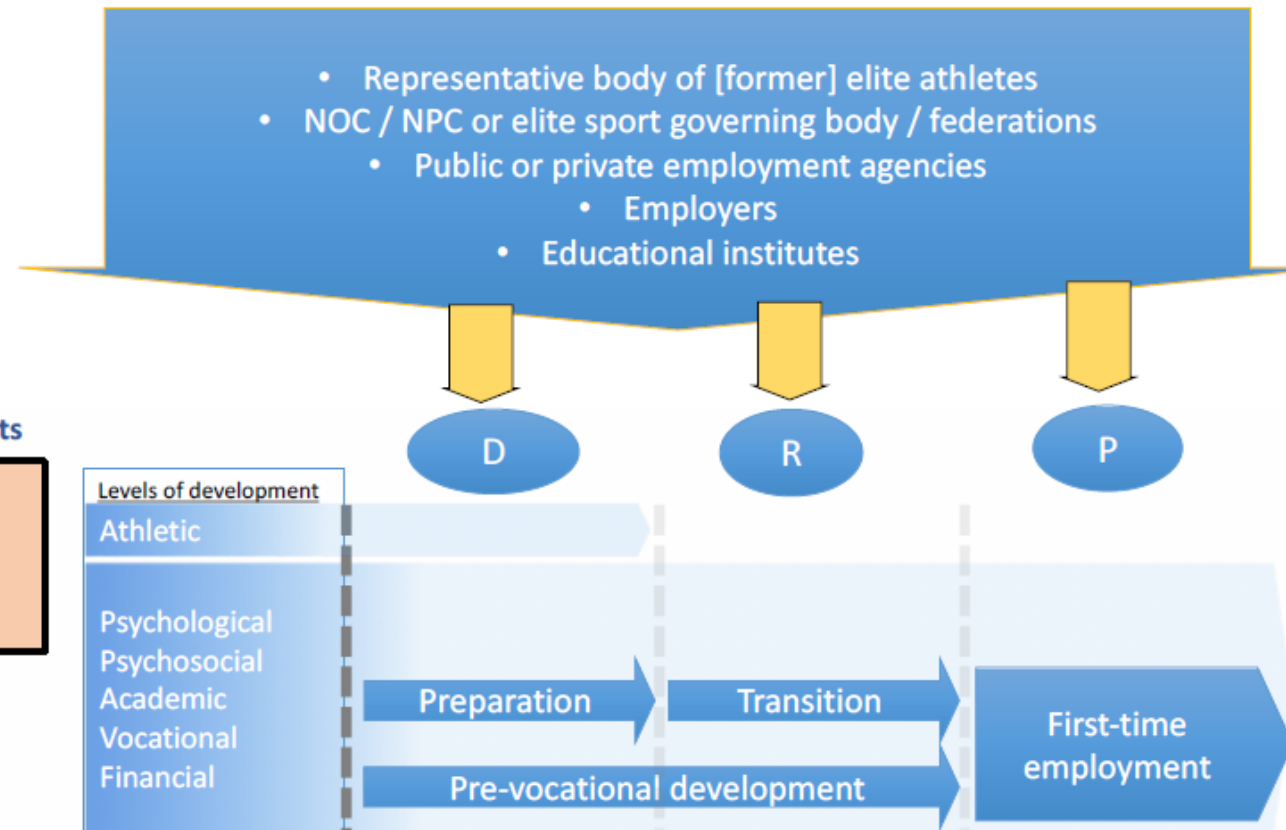
WP1: Stakeholders

Method

Online survey with
stakeholders

Results

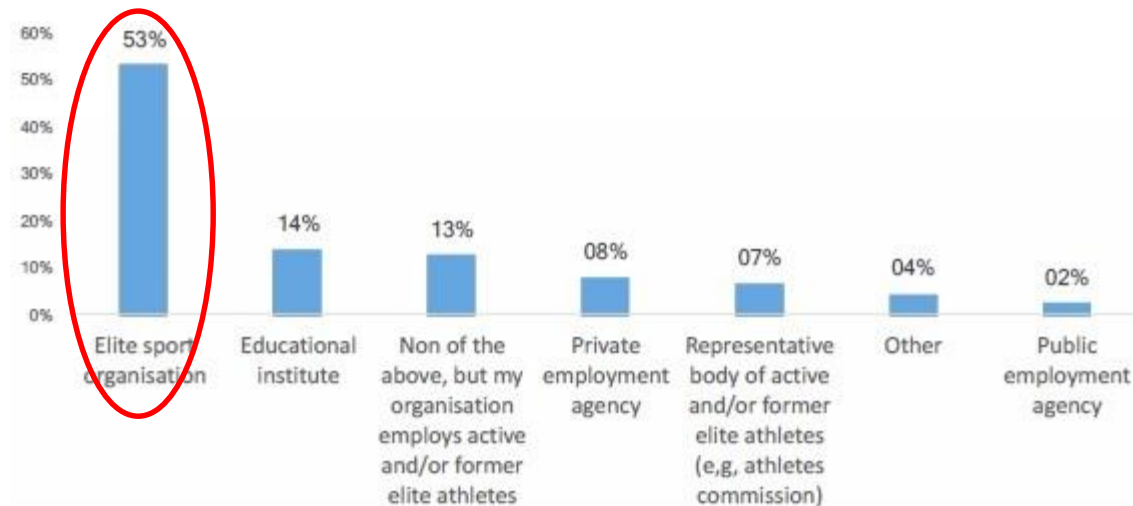
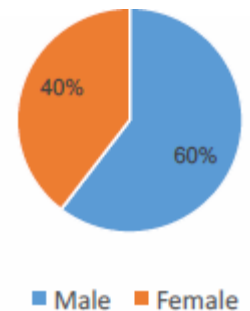
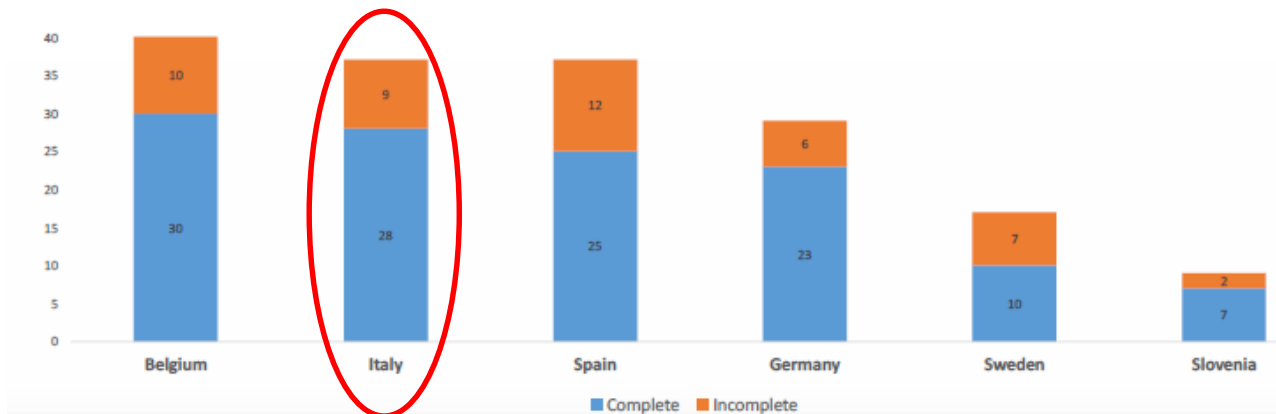
- Perceptions of the **challenges**
- **Roles & contributions**
- **Tools & best practices**
- **Effectiveness & efficiency**



Be a Winner in elite Sport and Employment before and after athletic Retirement

WP1 - Method

N= 169 stakeholders in career support



Be a Winner in elite Sport and Employment before and after athletic Retirement

WP1 - Results

Types of support (mean percentage of those who provide support -> N = 67)

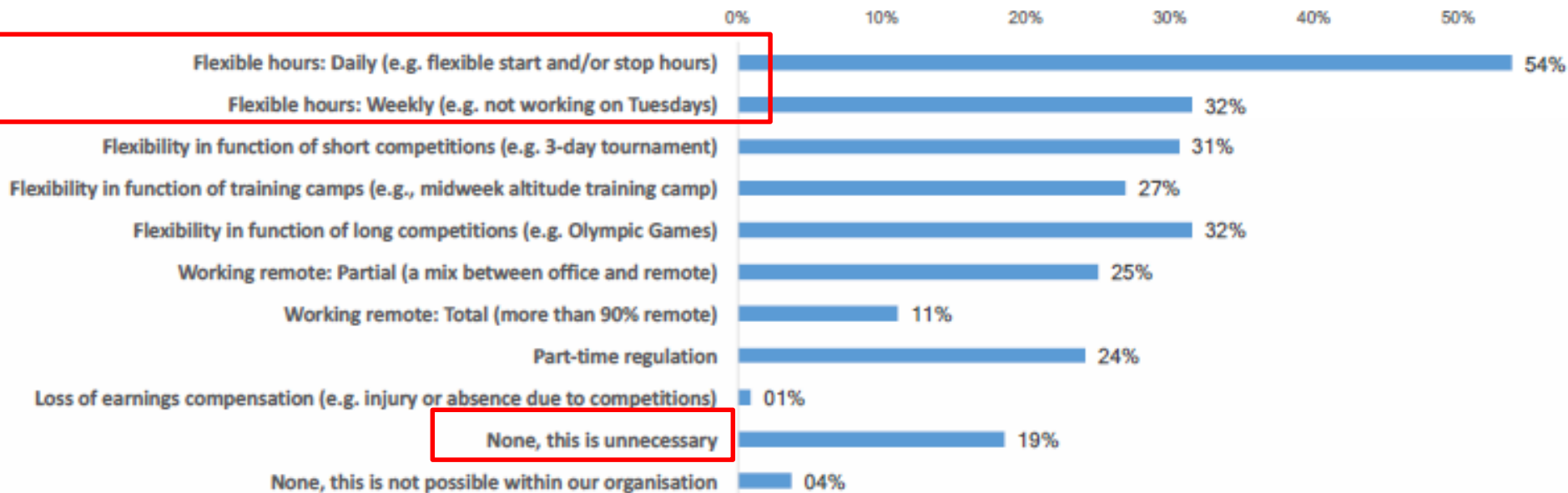


Career support providers' activities are mainly focused on **coaching** athletes .

Be a Winner in elite Sport and Employment before and after athletic Retirement

WP1 - Results

Flexibilities for active and former elite athletes (N = 108)

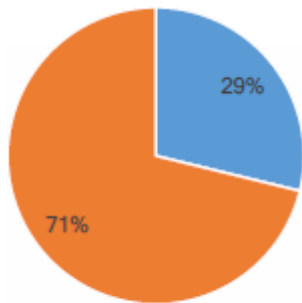


50% of employers provide some flexibilities in the working schedule

However, 19% of employers think that A/F elite athletes don't need any flexibilities

Be a Winner in elite Sport and Employment before and after athletic Retirement

WP1 - Results on best practices

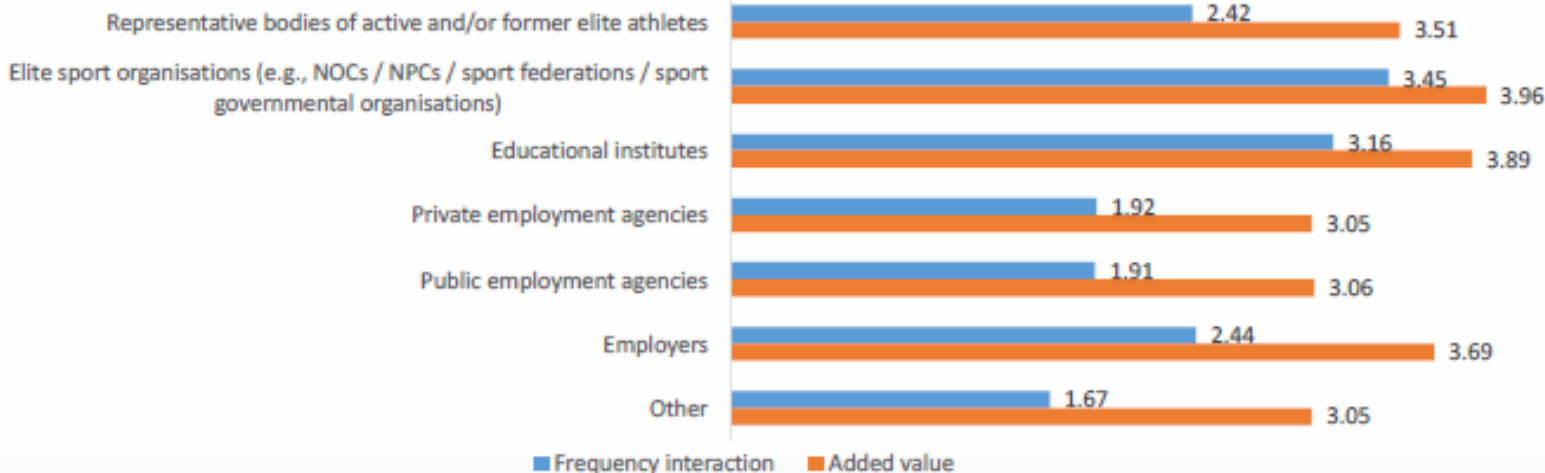


■ Yes ■ No

How often does your organisation interact with following stakeholders?

What is the added value of this interaction?

1	2	3	4	5
Never	Seldom	Sometimes	Often	Very often
No added value at all	A little added value	Moderate added value	Added value	A great added value



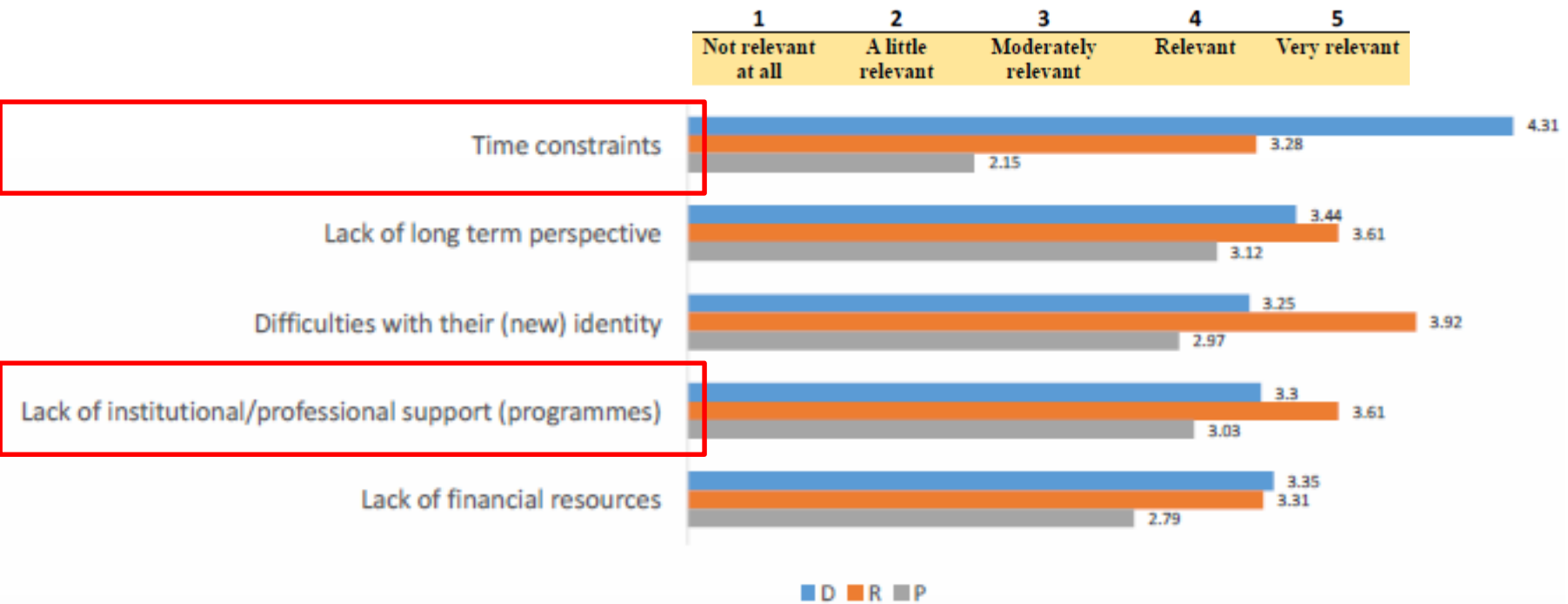
OTHER:

- Sport club
- Coaching & Development organisation
- Ministry
- Employers' representative organisation

Cooperation between different stakeholders is rated as adding value to employability of (former) elite athletes

Be a Winner in elite Sport and Employment before and after athletic Retirement

WP1 - Results on challenges, barriers and resources

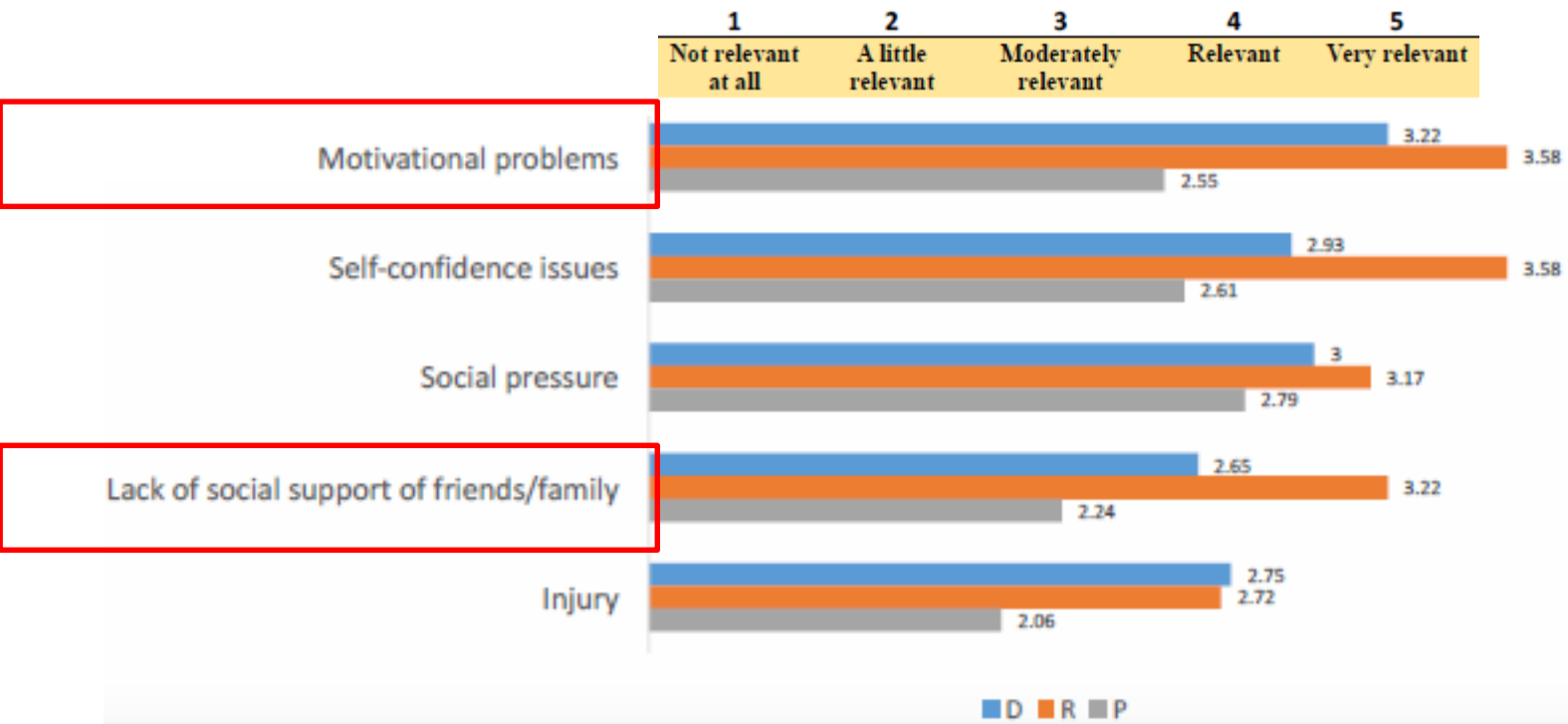


Time constraints were seen as relevant barriers specifically for elite athletes.

Identity and lack of social support are the most relevant barriers for former athletes preparing for a first time employment.

Be a Winner in elite Sport and Employment before and after athletic Retirement

WP1 - Results on challenges, barriers and resources



Motivational problems and lack of self-confidence
are seen as the most relevant for former elite athletes.

Be a Winner in elite Sport and Employment before and after athletic Retirement



WP2

AIM

To identify and use methods to develop, formulate recommendations on, and promote the **competencies required and developed by elite and former elite athletes in each of the three consecutive DRP stages** of development in order to optimise their employability and employment in the **participating EU Member States**.

Be a Winner in elite Sport and Employment before and after athletic Retirement

WP2

WP2

Results

- **Competencies to optimize employability & employment**

Instrument

- **Online survey** with elite and retired elite athletes
- **Formative self-assessment tool**
- **Support-identification tool**



Levels of development

Athletic

Psychological
Psychosocial
Academic
Vocational
Financial

D

R

P

Preparation

Transition

First-time
employment

Pre-vocational development

Be a Winner in elite Sport and Employment before and after athletic Retirement



WP3

to identify methods to formulate recommendations to enhance the employability and employment of elite athletes and former elite athletes.

WP4

to develop or to enhance (existing) evidence-based best practices on how to enhance the employability and employment of (former) elite athletes.

WP5

to assess the quality (i.e. effectiveness and efficiency) of (a selection of) career support services provided in order to enhance the employability and employment of elite athletes and former elite athletes.

Be a Winner in elite Sport and Employment before and after athletic Retirement



Conclusions

In EU **good practices** already in place, but stakeholders' and (former) athletes' awareness of the post-career options is rather low.

Measurement of effectiveness and efficiency of career support practices is **not** common practice yet.

Different stages in the professional career of elite athletes brings different challenges and barriers, consequently proactive **support** in preparing for specific career transitions is clearly recognised.



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Thank you for the attention!



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