EOSE ANNUAL ACTIVITY REPORT

- YEAR 2012 AND FIRST SEMESTER 2013 -

Gino Schiavone
Secretary General

Aurélien Favre
Executive Director

Carole Ponchon
PR & Projects Manager
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Dear Members and Friends,

As President of EOSE, I have great pleasure in introducing the Annual Report which officially outlines all our activity which took place in 2012 and during the first part of 2013, and highlights the continuing programmes and organisational developments which will shape EOSE in the coming years.

EOSE has celebrated its 10th anniversary in December 2012 and we can be proud of what we have been able to achieve all together since the launch of the VOCASPORT project in 2003 during the European Year of Education through Sport and focusing on the “Situation in Europe of training in sports occupations and its bearing on job creation in the sector”.

This was the starting point of a long journey which has seen EOSE being successful in several EU funded projects, developing tools and methodologies such as the 7 Step Model, and becoming recognised by the European Commission and CEDEFOP as a technical and expert organisation with specialist knowledge in the sport and active leisure sector, labour market and Vocational Education and Training policies.

We have been working through the last 10 years with the mission to facilitate and support the development of the sector’s workforce to ensure that people working and volunteering have the right skills to perform and to enable to sector to fulfil its potential as a social, health and economic driver.

Indeed, the sector is growing and is currently facing significant challenges in the field of education and employment which need to be considered to achieve its potential and impact on individuals and communities. The sector has to change and evolve.

Following on from the success of the LLL Sport Project carried out in 2011 and the launch of our 7 Step Model, activities carried out through the VSPORT+ project in 2012 provided a fantastic opportunity to consolidate the work of EOSE, to further engage National Ambassadors with the Model, and to target its dissemination and implementation across Europe.

We strongly believe that the worlds of education, training and employment in sport should work together towards the development of the sector to ensure qualifications and training are fit for purpose and create the condition to develop a competent workforce (both paid-staff and volunteers) with the right skills.

Alongside the VSPORT+ project, EOSE played an important role in many other projects in 2012 which are presented through this report and also focused on maintaining and developing strong relationships with key stakeholders from the sector to raise awareness about key issues of employment and education.

This achievement over the last 10 years have contributed to the recognition of EOSE as an expert organisation and it is very encouraging to underline that EOSE has been selected to act as an observer within the European Expert Group on Education and Training in Sport from the European Commission, and as a member of the ESCO reference group on “Arts, Entertainment and Recreation”.

After 10 years of activities, I feel it is a good time to remember the immense contribution that we owe to our founders Jean Camy, Alberto Madella and Allan Pilkington.
I must also acknowledge the immense contribution of the small executive team led by Aurelien Favre (Executive Director), without whom the programme of activity would not have been possible and I personally thank them for their professionalism, commitment and unstinting support. I am delighted to see that EOSE has also been able since May 2013 to employ a new full-time member to second Aurélien and therefore welcome Carole Ponchon, our new PR & Projects manager.

I would like to express a special thank to all my colleagues from the EOSE Executive Board, Stephen Studd, Jean-Louis Gouju, Elena Malikova and Gino Schiavone, for their invaluable contribution and continued support during the year.

Extending the Executive Board last year through the involvement of two new members had been very positive and gave the opportunity to gather further ideas and suggestions through the development of the organisation and the sector.

We are looking forward to sustain and strengthen the cooperation with all of you to further tackle the education and employment challenges of the sector and to pursue our vision of a sport and active leisure sector playing its full part in the economic, health and social development of Europe and Member States.

The new Erasmus+ program will hopefully open and offer some new opportunities in that direction.

I sincerely thank all of you for your active support and contribution over the past years and look forward to collaborating with you in future activities.

Thierry Zintz
EOSE President
THE EUROPEAN OBSERVATOIRE OF SPORT AND EMPLOYMENT (EOSE)

BACKGROUND
In 2002, the European Observatoire of Sport and Employment (EOSE) registered in France as a not for profit association and its network is composed of organisations that share a common interest in sport and physical activity and mainly in skills and workforce development.

In June 2012, following a unanimous decision taken by members during the General Assembly 2011, the EOSE Executive Board took the step to implement this resolution and supported the establishment of EOSE Services to work as a sister organisation to EOSE and to create a core team shared between the two legal entities.

It was decided that this organisation should be established in the UK as a company limited by guarantee (non-profit) and linked to EOSE by a Memorandum of Understanding (MoU) that would give the EOSE Board an appropriate level of control over its activities.

The purpose of the new Company is to support EOSE to expand its income away from its dependence on EU non-profit contracts, to diversify the range of activities and to enable a small core team to be maintained to provide sustainability, continuity and support to the organisation and its Members.

EOSE VISION
“A sport and active leisure sector that is playing its full part in the economic, health and social development of Europe and its member states”.

EOSE MISSION
The mission of EOSE is to facilitate and support the development of the sport and active leisure sector workforce, in bringing education and employment, to ensure people working and volunteering in the sector have the right skills to perform and enable the Sector to fulfil its potential as a social, health and economic driver.

The scope of EOSE is understood to cover the whole Sport and Active Leisure sector including the Outdoors and Fitness.

EOSE activity responds to the fact that it is becoming more and more important for the sport policy makers, the sport industry and the training providers of each country to have a better understanding of the real needs of the labour market and also changes affecting that market.

ACTIVITIES AND EXPERTISE
EOSE is a technical and expert not-for-profit organisation with specialist knowledge and expertise in the sport and active leisure sector, labour market and Vocational Education and Training policy.
EOSE seeks to position itself and its members at the centre of Vocational Education and Training (VET) policy developments in Europe and to be seen as an expert organisation recognised as such by the European Commission.

EOSE has a track record of leading and delivering European funded projects which draw on the expertise of its members and staff.

These projects have enabled EOSE to carry out various activities and develop expertise in the corresponding specific areas:

- Development of tools and research methodologies to collate comparable data and support labour market and skills analysis;
- Supporting the production Occupational Standards defining skills and competencies needed to perform in a specific job at the full potential, but also to improve mobility, transparency, qualification recognition, and facilitating the growth of business opportunities;
- Facilitating the conception of Vocational Education and Training and qualifications based on the content of those Occupational Standards;
- Development and management of large European projects gathering various stakeholders within the Sport and Active Leisure Sector.
INTERNAL ORGANISATIONAL STRUCTURE AND MEMBERSHIP 2012

INTERNAL ORGANISATIONAL STRUCTURE

The organisation chart of EOSE has evolved through the past years with the enlarging and widening of the scope and remit of the association.

The structure of the organisation summarised through the diagram was developed to ensure the most efficient leading of the activities carried out and is based on different levels of responsibilities corresponding to a specific division of tasks.

A full description of the role and mission of each component of the diagram above was given within last year’s activity report and further details can also be found on www.eose.org.

CONSTITUTION OF THE EOSE EXECUTIVE BOARD

President
Thierry Zintz
Nominated by CMOS
Elected: GA 2011 for 2 years

Secretary General
Gino Schiavone
Nominated by ITS
Elected: GA 2012 for 2 years

Treasurer
Jean-Louis Gouju
Nominated by CAFEMAS
Elected: GA 2011 for 2 years

Member of the Board
Elena Malikova
Nominated by Slavia
Elected: GA 2012 for 2 years

Member of the Board
Stephen Studd
Past President for 2 years

EOSE Statutes
EOSE SECRETARIAT AND STAFF

The permanent Secretariat of EOSE is established at the following address:

**EOSE SECRETARIAT**
1, Grande rue des Feuillants
69001 Lyon
France
*Tel: +33 (0) 437 431 939*
*Fax: +33 (0) 437 430 988*

**EOSE Staff:**

Through the income generated by the activity, a core team has been established to support EU funded project work for EOSE and it is available to members, international partners and other organisations.

The core team for EOSE and EOSE Services is composed of the following staff:

- **Aurélien Favre**
  *EOSE Executive Director*
  *aurelien.favre@eose.org*
  
  *Note: Left EOSE in July 2012*

- **Carole Ponchon**
  *EOSE PR & Project Manager*
  *carole.ponchon@eose.org*
  
  *Note: Joined EOSE in May 2013*

- **Ben Gittus**
  *EOSE Director of Standards*
  *ben.gittus@eose.org*
  
  *Note: Employed by EOSE Services*

- **Stephen Studd**
  *EOSE Development Director*
  *stephen.studd@eose.org*
  
  *Note: Employed by EOSE Services*

- **Matthias Guett**
  *EOSE Research Manager*
  
  *Note: Left EOSE in February 2013*

- **Ben O’Rourke**
  *EOSE Project Officer*
  
  *Note: Left EOSE in February 2013*

In addition, through the LLL Project (2010-2011) and its successor project, VSPORT+ (2011-2014), EOSE has developed a team of National Ambassadors amongst its members, trained in and having a full understanding of the 7 Step Model.

These Ambassadors can now be regarded as part of the EOSE team and are being engaged in ongoing work at the European and national level.

*The list of the 12 National Ambassadors acting within the current VSPORT+ EU funded project is available on [http://www.vsportplus.eu/wp/network/](http://www.vsportplus.eu/wp/network/)*
EOSE MEMBERSHIP 2012

EOSE is composed of national organisations that recognise the importance of qualifications and training for the Sport and Active Leisure sector and are committed to leading and facilitating their modernisation in the context of the policies and commitments of the European Union and its Member States.

The whole activity of EOSE is strongly supported and based on a large European Network composed of the membership of the organisation. The members of EOSE are entirely part of the organisation and the goal is to try to involve members in relevant activities and European projects.

The statutes of the organisation which were amended during the Extraordinary General Assembly 2011 highlight the current 5 categories of fully recognised members:

- **Category 1: Observatories** – National or Regional Observatoires.
  3 criteria:
  - To be a non-for-profit, non-political and non-discriminatory organisations.
  - To be involved in studies and research on employment and qualifications in the fields of sport.
  - To be recognised as such by Public Authorities and/or Social Partners.

- **Category 2: NEO Members** = National Experts organisations with potential to activate the establishment of an Observatoire. Organisations must be willing to act as Correspondents in their country and to participate in European Projects.

- **Category 3: Associate Members** = National Experts as individual. Need to demonstrate through a letter some interests and expertise, to be able to be a national point of contact for EOSE, commitment with objectives and mission of EOSE.

- **Category 4: EUO Members** = European organisations carrying out activities on employment and education and training in the Sport and Active Leisure sector. This category is by invitation from the Executive Board only.

- **Category 5: Honorary Members** = Individual with a record of high achievements and contributions to the development of EOSE and the field of Sport and Employment in Europe. All privileges of full members with the exception of the voting right.

All information and details regarding the membership process, fees and voting rights can be found on our website [www.eose.org](http://www.eose.org) and through the official Statutes of the organisation.
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<thead>
<tr>
<th><strong>EOSE MEMBERS 2012 - Observatories</strong></th>
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<tbody>
<tr>
<td>CMOS - <em>Chaire Olympique Henri de Baillet Latour &amp; Jacques Rogge Management des Organisations Sportives</em></td>
<td>Belgium</td>
</tr>
<tr>
<td>CAFEMAS - <em>Centre d’Analyse des Formations, de l’Emploi et des Métiers de l’Animation et du Sport</em></td>
<td>France</td>
</tr>
<tr>
<td>INSEP - <em>Institut National du Sport de l’Expertise et de la Performance</em></td>
<td>France</td>
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<tr>
<td>ISEF - <em>Istituto Superiore di Educazione Fisica di Firenze</em></td>
<td>Italy</td>
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<tr>
<td>CONI Scuola dello Sport</td>
<td>Italy</td>
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<tr>
<td>KMS - <em>Malta Sport Council</em></td>
<td>Malta</td>
</tr>
<tr>
<td>ESDRM - <em>Escola Superior de Desporto de Rio Maior</em></td>
<td>Portugal</td>
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<tr>
<td>IDP - <em>Instituto do Desporto de Portugal</em></td>
<td>Portugal</td>
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<tr>
<td>SkillsActive</td>
<td>UK</td>
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<th><strong>EOSE MEMBERS 2012 – NEO Members</strong></th>
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<tbody>
<tr>
<td>NSA - <em>National Sports Academy</em></td>
<td>Bulgaria</td>
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<tr>
<td>University of Nicosia</td>
<td>Cyprus</td>
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<tr>
<td>SIF - <em>Sport Institute of Finland</em></td>
<td>Finland</td>
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<tr>
<td>SGS - <em>The Hellenic General Secretariat of Sport</em></td>
<td>Greece</td>
</tr>
<tr>
<td>Semmelweis University - <em>Faculty of PE and Sports Sciences</em></td>
<td>Hungary</td>
</tr>
<tr>
<td>UNICALM - <em>University of Cassino and Southern Lazio</em></td>
<td>Italy</td>
</tr>
<tr>
<td>ITS - <em>The Institute of Tourism Studies</em></td>
<td>Malta</td>
</tr>
<tr>
<td>LASE - <em>Latvian Academy of Sport Education</em></td>
<td>Latvia</td>
</tr>
<tr>
<td>LAPE - <em>Lithuanian Academy of Physical Education</em></td>
<td>Lithuania</td>
</tr>
<tr>
<td>SLAVIA - <em>Physical Education Union Slavia Comenius University</em></td>
<td>Slovakia</td>
</tr>
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FNEID - Federación Nacional de Empresarios de Instalaciones Deportivas  Spain

EOSE Services  UK

→ EOSE MEMBERS 2012 – Associates

- Corrado Beccarini  Italy
- Kilian Fisher  Ireland

→ EOSE HONORARY MEMBERS 2012

- Jean Camy  France
- Allan Pilkington  UK
INTERNAL EVENTS ORGANISED IN 2012 AND FIRST SEMESTER OF 2013

INTERNAL EVENTS ORGANISED IN 2012

One of the objectives of EOSE during the year 2012 was to organise internal face to face meetings to create dynamism within the organisation, encourage exchanges of good practices and ideas between board members and members, strengthen the network, and to discuss and develop a strategic plan outlining priorities for future work.

These internal events gave also the opportunity to develop ideas for new EU funded projects, provide updates on current work and to enhance the capacity and effectiveness of EOSE as lead organisation supporting the implementation of EU VET policies in the sector.

EOSE EXECUTIVE BOARD MEETINGS:

Three Executive Board Meetings gathering the President, Secretary General, Treasurer, and the Executive Director of EOSE were organised during the year 2012.

These events were hosted by CAFEMAS in Paris (France).
- 06th of January 2012
- 06th and 07th of March 2012
- 12th of July 2012

Several SKYPE conferences where also organised during the year 2012.

VSPORT+ NATIONAL AMBASSADORS TRAINING SEMINAR:

The kick off Training Seminar for the new VSPORT+ project was held in Budapest on 12th and 13th of April 2012 and gathered the 12 National Ambassadors who are going to carry out a series of adapted activities to reach main national stakeholders to disseminate them information about the Lifelong Learning Strategy for Sport (7 steps model) and to encourage/support them in its implementation to modernise education systems in sport.

The 12 Ambassadors involved in VSPORT+ project are members of EOSE from Belgium, Bulgaria, Cyprus, Finland, France, Hungary, Italy, Latvia, Malta, Slovakia, Spain and UK.

The aim of the event was to present the VSPORT+ project to the group of National Ambassadors, to describe and enhance the technical skills of national colleagues as regard the 7 steps model, to exchange and discuss the best dissemination strategy to be implemented in order to ensure a strong impact at the EU, national and local levels.

The project runs from November 2011 to March 2014 and is funded with the support from the European Commission.

Website: www.vsportplus.eu
EOSE MEMBERS SEMINAR 2012:

On the 12th and 13th of December 2012, the EOSE General Assembly and Members Seminar 2012 was held in Brussels, Belgium. The event, which was hosted by the Belgian Olympic and Interfederal Committee (BOIC), involved the entire EOSE membership and provided a platform to present the work which has been carried out by EOSE and the network in 2011/12. In total, the event gathered 25 participants representing 15 different EU Member States.

Furthermore, the gathering of the network of members facilitated the opportunity to exchange and discuss further developments, priorities, collaborations and activities in the field of Education and Training in the Sport and Active Leisure sector.

The focus of the event was the situation surrounding European Sport and Vocational Educational and Training, realities, opportunities and challenges, current and future European policies and initiatives, the relationship to the work of EOSE and the role of the network member. These issues were addressed through discussions with a European view but also to encompass the work of network members at a national level.

Presentations were provided regarding the projects which EOSE had led, or been involved in during 2011/12 with an example of the Lifelong Learning Strategy in action provided by the PGAs of Europe through the Golf-Stand EU funded project (2010-2012), where the EOSE 7 Step Model had been successfully implemented.

The EOSE Members Seminar also welcomed Bart Ooijen from the Sport Unit of the European Commission DGEAC, who presented the roadmap of European Union policy and funding framework for the Sport and Active Leisure sector in the coming years.

EOSE GENERAL ASSEMBLY 2012:

The official General Assembly 2012 was conducted as part of the event and took place on the 12th of December 2012. The event included the election of the EOSE Executive Board which saw Stephen Studd stand down as President of the organisation after 6 years in the role.

Stephen’s work with EOSE is far from over, his involvement with the EOSE Board will continue for the next 2 years in the capacity of Past President. All associated with EOSE thanked him for his significant role in the development of the organisation.

EOSE Past President - Stephen Studd: “After 6 years, my term of office as President of EOSE has come to an end. I have enjoyed my role and the opportunity it has given me to work with some very experienced and expert colleagues on the Board of EOSE and among the membership. We can be proud of the work we have done together and the progress we have made, particularly with the development and implementation of our 7 Step Model.

With the convergence of European policy initiatives in education, employment and sport, 2013 is a year of opportunity for EOSE and a year of challenge for the Sector. I hope we can help the Sector succeed and I look forward to continuing my involvement on the EOSE Board as Past President and wish Thierry Zintz continued success as our new President.

In parallel, I will be devoting my time to the growth of EOSE Services as a sister company to EOSE as we seek to strengthen and sustain the work of EOSE not only in Europe but on the international stage.”
The EOSE membership unanimously agreed to the election of Thierry Zintz who is going to act as President of EOSE. Thierry has served the Executive Board in the role of Secretary General for 5 years.

EOSE President - Thierry Zintz: “Firstly I would like to pay thanks to Stephen Studd for his 6 years of service in the post, a period in which EOSE has developed greatly under his leadership. The Sport and Active Leisure sector finds itself presented with many challenges but also with an equal measure of opportunities, and as an organisation we will seek to meet them.

It is an honour for me to become the president of EOSE, I look forward to representing the already established EOSE membership and further engaging with the wider network of field and academic experts to fulfil the long term potential of the sector at the national and European level.”

Furthermore, it is with great pleasure that EOSE welcomed two elected new Executive Board members, with Elena Malikova from the Ministry of Education, Science, Research and Sport of the Slovak Republic and Gino Schiavone of the Institute of Tourism Studies, Malta.

**INTERNAL ACTIVITIES CARRIED OUT DURING THE FIRST SEMESTER OF 2013**

**EOSE EXECUTIVE BOARD MEETINGS:**

Two Executive Board Meetings gathering the President, Secretary General, Treasurer and Executive Director were organised during the first semester of 2012.

- Paris, 13th February 2013
- Paris, 28th of May 2013

It is scheduled to organise two further meetings of the Executive Board in September and December 2013.

The leadership of the organisation is ensured by the EOSE Executive Board. This group is composed of the President, Treasurer, Secretary General, Past President and one extra Board Member.

Their role within the work programme of the structure is really precise and consists in representing EOSE within EU events and ensuring a strong and efficient relationship with the decision makers such as the European Commission.

The Executive Board members also have in charge to create an efficient atmosphere and synergies within the organisation, to realise regular up-dates of the state of achievement of the work undertaken (time and budget) by EOSE and EOSE Services and to be reactive in order to manage eventual obstacles and difficulties.

During Executive Board Meetings, precise financial updates are presented, updates on the work through EU projects or International contracts given, opportunities for future work and/or collaborations discussed, participation to events/conference decided, and strategic decision on the development of the organisation taken.
EXTERNAL EVENT REPRESENTATIONS AND PARTICIPATIONS IN 2012/2013

EXTERNAL EVENTS ATTENDED IN 2012

In the continuity of the past 3 years and to increase and strengthen the recognition of EOSE and understanding of the work undertaken at the European and national level in the sectors, EOSE attended as speaker or participants a series of events and workshops.

This was crucial to enhance and strengthen the relationship and recognition by key policy and decision makers as lead expert organisation supporting the implementation of EU VET policies in the Sport and Active Leisure sector.

EOSE also attended several EU project partner meetings through the year 2012 and first semester 2013 and these working sessions are not listed within the report. That represents around 15 partner meetings for the following projects: Golf Stand Project, eLF Fitness, Training for Volunteers, S4GG, VSPORT+, and Feasibility Study on Sport Mobility.

FIBA EUROPE TECHNO CENTRE OFFICIAL OPENING
Gran Canaria (Spain), 23rd February 2012

FIBA Europe officially unveiled its new division, the Techno Centre, to the local community of Gran Canaria and the entire world on 23rd of February 2012.

In total more than 300 distinguished guests from the sports, business and educational world accepted the invitation of FIBA Europe and came to the Spanish island in the Atlantic Ocean. Ben Gittus, EOSE Director of Standards, attended the event.

The main challenge for the FIBA Europe Techno Centre (FETC) is to source professional, simple and viable technological solutions for sport competitions. FETC has various strategic objectives:

⇒ To develop Research, Development and Investigation projects in the world of sport.
⇒ To develop practical technological tools and make them available to the sports industry.
⇒ To train and transfer technological knowledge to different groups both within and outside the world of sport, to help develop basketball and other sports through the use of technology.

MEETING WITH TENNIS EUROPE
Lyon, 21st March 2012

The European Tennis Federation (ETF) and EOSE met in Lyon, on 21st of March 2012, through an exploratory meeting to present and discuss the potential of collaboration between the two organisations.

This meeting gave the opportunity to present an update of the activities and missions of both organisations, to highlight the main challenges facing the sector and also to start the discussion on future collaborations in the field of Education and Training. The 7 steps model was also briefly introduced as a tool to improve the situation in education and training.

In attendance were Olli Mäenpää (ETF Chief Executive Officer), Hrvoje Zmajic (ETF Development Officer), Stephen Studd (EOSE President) and Aurelien Favre (EOSE Executive Director).
NATIONAL VISIT IN THE MALDIVES
01st-04th April 2012

EOSE has been contacted by FIDA, a Finnish Development Cooperation Organisation that is currently working in the Maldives on a Sport Development Programme with the Maldivian Ministry of Human Resources, Youth and Sports.

The objective of that programme is mainly to construct youth centres on islands, to organise the training of the staff on those islands and centres, and to support the organisation and work of the Sport Associations.

EOSE was invited to attend and conduct a National Visit in the Maldives to meet with main stakeholders and understand the specificities and realities of the country.

Ben Gittus, EOSE Director of Standards, and Aurélien Favre, EOSE Executive Director, had the opportunity to meet with representatives from the Ministry of Human Resources, Youth and Sport, the National Olympic Committee, the Ministry of Education and the Maldivian Qualification Authority, but also with some Sport Federations, Sport Clubs, Fitness Clubs, and some water activity employees from a Resort.

The National Visit was a great opportunity to understand the specificities and challenges of the country, the Sport sector and its education system, and the objective was to explore the possibility to work together and propose a Strategic Action Plan as a way forward for developing the education and training system in the Maldives through the implementation of the Lifelong Learning Sport Strategy.

Due to some ministerial changes in the Maldives the process of cooperation has been postponed.

FNEID XIII NATIONAL CONGRESS
Madrid (Spain), 18th-19th May 2012

In May 2012, Stephen Studd, President of EOSE, had the great pleasure of attending the FNEID National Congress held at the Glass Pavilion in the Casa de Campo in Madrid.

The Congress featured industry roundtable sessions at which leading employers and education and training providers addressed key issues facing the industry. The theme of the event was “Thinking Positive – physical activity”, an inexhaustible source of health and Business.

At the centrepiece of the event were the FNEID Awards and Stephen was honoured to be presented with the FNEID 2012 Award for European Education Development by FNEID President, Hortensia Vigil Fernandez-Pacheco.

In accepting the award on behalf of EOSE, Stephen highlighted the excellent partnership that is developing between EOSE and FNEID, who are the Spanish members of EOSE.

He said “I am delighted that Spanish employers recognise the importance of skills development and are taking the opportunity, through FNEID, to engage at a European level. EOSE values its partnership with FNEID and we look forward to our future work together in the field of vocational educational as we try to raise the profile of the sector and equip it with the skilled workforce it needs to face up to the challenges of the future”.

© 2013 – EOSE Activity Report 2012
The first European Business Forum on Vocational Education held in Brussels on 7-8 June 2012 entitled “challenges and trends in skills and career development of the European workforce” sought to explore and address issues regarding organisational approaches to skills development within the broader workforce, including adult and young workers alike.

The opening of the event was managed by Mr. Jan Truszczynski, Director General for Education and Culture and Mrs. Christine Antorini, Danish Minister for Education who set the scene of the current situation faced by the European economies and outlined the potential to achieve smarter, more sustainable and inclusive growth only through a better qualified and adaptable workforce. Both speakers stressed the role of companies in the development of skills and competences as well as necessity for a greater cooperation between VET providers and employers.

EOSE was represented by the Executive Director Mr Aurelien Favre and the event brought together around 330 key stakeholders including representatives of businesses, experts, providers of vocational training, policy makers, chambers of commerce, research institutes, business associations and sector organisations.

Parallel workshops were organised, providing EOSE with the opportunity to meet and exchange with stakeholders from other sectors on common realities and challenges facing the workforce.

In particular, EOSE attended the following 2 workshops:
- Role of the EU in supporting vocational education and training - Sector Skills alliances
- Setting targets for competence development – How do companies identify skills needs

This conference gave EOSE a good opportunity to exchange with various stakeholders and sectors, to disseminate information about the challenges and work carried out through the Sport and Active Leisure sector, but also to obtain concrete information on the main priorities of the future policies of the European Commission in terms of Education and Employment issues.

MEETING WITH UISP
Rome (Italy), 20th of July 2012

The Unione Italiana Sport Per tutti (UISP – Italian Union Sport for all) and EOSE met in Rome (Italy), on 20th of July 2012, through an exploratory meeting to present and discuss the potential of collaboration between the two organisations.

This meeting gave the opportunity to present an update of the activities and missions of both organisations, to highlight the main challenges facing the sector and also to start the discussion on future collaborations in the field of Education and Training. The 7 steps model was introduced as a tool to improve the situation in education and training.

Both organisations agreed to explore the possibility to develop and submit a common application through the call 2013 to target the development of European Occupational Standards for the Sport for All sector.

In attendance were Carlo Balestri (UISP Head of International Department), Daniela Conti and Francesca D’Ercole (UISP International Department), Simone Digennaro (EOSE National Ambassador), Stephen Studd (EOSE President) and Aurelien Favre (EOSE Executive Director).
EU EXPERT SEMINAR ON HEALTH ENHANCING PHYSICAL ACTIVITY (HEPA)

Nicosia (Cyprus), 19th September 2012

An Expert Seminar on a possible EU initiative in the field of HEPA (Health Enhancing Physical Activity) was organised in the margins of the EU Sport Forum 2012 and EOSE was invited to attend the event.

The aim of this seminar was to share the results of the preparatory work on a planned EU policy initiative to promote HEPA and to receive stakeholder and expert feedback on the initiative, which will potentially include a monitoring framework on the implementation of the EU Physical Activity Guidelines.

Aurélien Favre, Executive Director of EOSE, attended the event.

EU SPORT FORUM 2012

Nicosia (Cyprus), 19th and 20th of September 2012

The EU Sport Forum 2012 was held in Nicosia (Cyprus) on 19th and 20th of September 2012 and gathered around 250 delegates and experts from the Sport sector in Europe representing international and European Olympic Committees, European federations, European organisations, social partners and trade unions.

EOSE was represented by President Stephen Studd and Executive Director Aurélien Favre.

The European Commission presented during the first day the recent EU level developments made in the field of sport with a focus on the proposal for a new EU Programme for Education, Training, Youth and Sport for the period 2014-2020.

This introduction was followed by parallel workshops presenting the outcomes of the 2010 Preparatory Action projects in the field of sport (fight against doping, promoting social inclusion in and through sport, and promoting volunteering in sport).

The second day of the event started with a panel debate on developing principles of good governance in sport followed by a second one focusing on European social dialogue in the field of sport.

The second debate saw the official launch of a Sectoral Social Dialogue Committee for sport and active leisure for its test phase. This marks an important step towards full recognition and builds on the successful informal dialogue work undertaken by the European Association of Sport Employers (EASE) and UNI-Europa Sport. The first plenary session of the ESSDC was planned to be organised on 11-12 December 2012 in Brussels (BE).

In addition, a joint session with EU Sports Ministers co-organised with the Cypriot Presidency was arranged to exchange on issues such as the contribution of sport and health-enhancing physical activity on to Europe’s economy and the fight against match fixing. The discussion took the form of high level panel debates moderated by EOSE Ambassador Nicos Kartakoullis from the University of Nicosia. Commissioner Vassiliou took part in both high level panel debates.

Some sessions of the EU Sport Forum 2012 were broadcasted via Live Streaming and can be found together with all PowerPoint presentations and material used during the event on the website from the Sport Unit - http://ec.europa.eu/sport/news/20121116_en.htm.
The second meeting of the EU Expert Group on Education and Training in Sport was held in Poznan (Poland) on 26-27 September 2012 where EOSE was represented by President Stephen Studd after achieving observer status.

Formed through the EU Work Plan for Sport 2011 – 2014 the Expert Group has a mandate to prepare proposals for European guidelines on dual careers and to initialise a summary on the follow-up to the inclusion of sport related qualifications in National Qualification Frameworks with reference to the European Qualification Framework (EQF).

Stephen Studd was invited to make a presentation introducing the innovative concept of the EOSE Lifelong Learning Strategy (7 Steps model) and explaining the structure and impact of Learning Outcomes. He illustrated his talk with some concrete examples taken from the Golf Stand (www.golf-stand.eu) and VSPORT+ projects (www.vsportplus.eu) - both projects funded by the European Commission through the LLP programme).

The Expert Group has been working on the development of some national reports from experts and other advisors to try to establish the position on EQF implementation in each member state, with special reference to developments in coaching. A short questionnaire was sent afterwards to all Group members to build a complete picture as a basis for their recommendations.

Through the presentation, Stephen Studd also stressed the importance of sport being organised at a national level to get involved and influence the development of national qualifications frameworks which will in turn link to the EQF, to try to ensure the needs of sport are reflected in the frameworks.

The CEDEFOP (European Centre for the Development of Vocational Training) workshop entitled “The Changing Roles of Qualifications in Governing the Labour Market” was held in Thessaloniki (GR) on the 27-28 September 2012 where EOSE was represented by Executive Board member and Treasurer Jean Louis Gouju. Governance and coordination of Education/Training was the underlying theme of the workshop with two working groups tackling the following issues.

Firstly, the working group on ‘Qualifications and the labour market’ provided a great opportunity for EOSE to showcase the VSPORT+ project funded by the European Commission and in particular the innovative Lifelong Learning Strategy for the Sport and Active Leisure sector (7 Steps Model).

Jean-Louis Gouju identified a commonality between the debates in recognising the core role of qualifications and the difficulty to locate them throughout different governance models. EOSE were also asked to present to the workshop the progress made through the Sport and Active Leisure sector. The EOSE presentation focused on the specificity and complexity of the Sport sector in EU.

Through his presentation, Jean-Louis Gouju highlighted how EOSE is trying to collect relevant data about qualifications in the sector and to help the stakeholders to build some common approaches (maps, competence frameworks, learning outcomes) and quality assurance processes.

Jean-Louis Gouju: “It was encouraging that our approach interested all participants, from quite different sectors. It was considered as a real way of managing this issue.”

The second working group related to “International Qualifications” focused on the issue of qualifications obtained outside the systems of national qualifications framework (non state qualifications). The core issue addressed was how to ensure that these qualifications are recognised by different national systems.
MEETING WITH THE FRENCH RUGBY FEDERATION AND EU RUGBY ASSOCIATION (FIRA-AER)
Toulouse (France) – 28th November 2012

A meeting gathering Michel Arpaillange (Regional Development Manager Europe, IRB), Robert COUSTY (French Rugby Federation), Max Godemet (French Rugby Federation), Jean-Louis Gouju (EOSE Board Member) and Aurélien Favre (EOSE Executive Director) was organised in Toulouse (France) on 28th of November 2013.

Through this meeting, EOSE had the opportunity to introduce its mission and activities, to present the 7 Steps Model and illustrate it through some concrete examples from the Golf Stand project (e.g. Occupational Descriptions, Occupational Standards).

The expected benefits of such innovative methodology on various stakeholders such as the Sport Federations were mentioned and discussed. A strong support was received from the French Rugby Federation and the European Rugby Association (FIRA-AER). A possibility for some further collaboration through the IRB with other Rugby Federations from the sixth nations was also highlighted.

WORKSHOP WITH THE INTERNATIONAL RUGBY BOARD (IRB)
Dublin (Ireland) – 05th and 06th of December 2012

A specific workshop gathering representatives from the six nations Rugby Federations was organised by the IRB in Dublin (Ireland) on 05th and 06th of December 2012. Heads of Education from the Rugby Federations from France, Ireland, Italy, Scotland, UK and Wales together with a representative from the IRB attended the event.

EOSE was invited to attend and conduct the workshop through the presentation of the European challenges in terms of Education and Training in the sport sector, the introduction of the EU policies and main tools (e.g. EQF) and the description of each of the steps of the 7 steps model through the illustration of some concrete examples from Golf.

This presentation was followed by the organisation of an open discussion:

- What benefits and improvements are we looking to achieve?
- What do the Group believe are the current opportunities for transferability of qualifications and mobility of labour?
- What do the Group believe are the current obstacles to transferability of qualifications and mobility of labour?
- What is the current position in respect of national rugby qualifications?
- What is the statutory/legal position in each country regarding employment of coaches?
- How do people step from amateur to professional game?
- Do we need to consider a European or international solution?

The main goal of the workshop was “to explore the potential for the development of standards and a recognition framework that will provide transferability (of qualifications) and mobility (of employment) for those working in the professional game”.

Stephen Studd, Ben Gittus and Aurélien Favre participated in the event as EOSE representatives.

It was agreed that EOSE will be responsible for the step forward which will consist in conducting a comparability study of coaching qualifications in the sixth nations, Australia, New-Zealand, Argentina and South-Africa.
EXTERNAL SCHEDULED EVENTS ATTENDED DURING THE FIRST SEMESTER 2013

NATIONAL VISIT IN AUSTRALIA AND NEW-ZEALAND
Sydney (Australia), 4-8 March 2013 / Wellington (New-Zealand), 11-15 March 2013

The national visits in Australia and New-Zealand were organised through the VSPORT+ project and hosted by the third country partners Service Skills Australia and SkillsActive New-Zealand.

Stephen Studd, Ben Gittus and Aurélien Favre attended these visits which gave the opportunity on one hand to present the objectives of the project and the detail of the 7 steps model to the partners, and on the other hand to meet with main national stakeholders from the sport sector in these countries and better understand how the sector is structured and its main challenges.

We firstly visited Australia and spent five days in Sydney attending various meetings set up by Service Skills Australia to give us a clear understanding of the structure of the sector and also to help us to apprehend the role of each stakeholder within the process.

The first part of the visit was dedicated to a specific meeting with Service Skills Australia to identify their vision and activities, but also to present them EOSE, the 7 steps model and their expected role within the VSPORT+ project.

Following this introductory session, we attended with Service Skills Australia several meetings and had the opportunity to meet key stakeholders such as the Outdoor Training College, the Australian Rugby Union, and the New South Wales Sports Federation.

The EOSE delegation also attended the launch of the 2013 National Workforce Development Strategy organised by the Australian Workforce and Productivity Agency.

In New-Zealand, after having spent some time with SkillsActive New-Zealand to better understand their main mission and challenges, but also to present them EOSE and the 7 steps model, we had the opportunity to meet and exchange with various stakeholders such as Fitness New-Zealand, the New-Zealand Register of Exercise Professionals, Sport NZ, NZ Rugby Union, NZ Institute of Sport and representatives from NZ Recreation Association (NZRA), Outdoors NZ (ONZ) and Mountain Safety Council (MSC). We also visited the Wellington Regional Aquatic Centre.

This experience was very useful to provide us with a better understanding of the structure and stakeholders involved within the sport system in New-Zealand, but also to give us a full understanding of the methodology used to develop national occupational standards through the sector.

Both partners will be invited to attend the final conference of the VSPORT+ project in February 2014 and will be responsible for developing a national detailed report to explain the situation in their respective country and their opinion on the 7 steps model.
EU EXPERT GROUP ON EDUCATION AND TRAINING IN SPORT
Dublin (Ireland), 30th and 31st of January 2013

Formed through the EU Work Plan for Sport 2011 – 2014, this Expert Group had a mandate to prepare proposals for European guidelines on dual careers and to initialise a summary on the follow-up to the inclusion of sport related qualifications in National Qualification Frameworks with reference to the European Qualification Framework (EQF).

The Chairman stated at the start of the meeting that the EU Guidelines on Dual Careers for Athletes (Recommended Policy Actions in Support of Dual Careers in High Performance Sport) were presented to the Council Working Party on Sport in December 2012 and had now been published on the website of the European Commission.

The EU Expert Group on Education and Training in Sport then discussed the inclusion of sport qualifications in National Qualifications Frameworks (NQFs) through the results obtained from the inventory on Sport Qualifications in the different Member States.

EOSE were represented by Stephen Studd and detailed minutes of the meeting are available on: http://ec.europa.eu/sport/library/documents/b24/xg-ets-201301-final-rpt.pdf

SEMINAR ON THE VALIDATION OF NON-FORMAL AND INFORMAL LEARNING
Mechelen (Belgium), 09th and 10th of April 2013

The adoption of the Council Recommendation on the validation of non-formal and informal learning of 20 December 2012 acknowledges the important role this process can play in rethinking education, in improving the supply of skills to the labour market, in promoting mobility and in enhancing competitiveness and economic growth. “While arrangements for validation have been put in place in some countries and sectors, the knowledge, skills and competences acquired outside schools, universities and VET establishments remain in many cases invisible and not appropriately valued” (CEDEFOP).

The seminar on the validation of non-formal and informal learning which took place in Mechelen (BE) on 9-10 April 2013 provided a good opportunity for various stakeholders from different sectors to exchange and discuss a way forward to implement the elements of the Recommendation. Indeed the main working sessions of the seminar were organised through working groups and so gave the opportunity for participants to contribute actively to the debate. This seminar was organised by the European Commission (DG EAC) and CEDEFOP in association with the Irish Presidency of the Council of the EU.

Stephen Studd attended the event as representative of EOSE and had the opportunity to underline the main education and training challenges of the Sport and Active Leisure sector in Europe and also the work carried out to develop a competent workforce with the right skills and competences and to ensure a better link between the world of education and employment.

The sector has indeed a lot of non-formal learning particularly through Sport Federations and often aimed at volunteers. Similarly the sector is a large provider of volunteers who gain significantly from the skills they acquire through their voluntary activity. As the CEDEFOP work develops, the sector should actively explore how it can ensure its volunteers gain better recognition for their skills.

The Seminar encouraged providers of non-formal learning to consider expressing their programmes in learning outcomes as this would greatly assist individuals have their achievements recognised in the formal national system (NQF).
ESCO REFERENCE GROUP "ARTS, ENTERTAINMENT AND RECREATION" MEETING
Brussels (Belgium), 29th and 30th of April 2013

At the suggestion of Bart Ooijen from the Sport Unit DGEAC, EOSE through his Board Member Stephen Studd applied and was accepted as an expert to join the ESCO reference group on “Arts, Entertainment and Recreation”. The first introductory meeting was held in Brussels on 29th and 30th of April 2013 in Brussels.

The aim of the ESCO project is to create a map/database that will eventually cover all Sectors and all Occupations in Europe.

The database will underpin a range of “tools” to be used by the Employment Services across the EU to help the unemployed and young people to find employment and to choose the right qualifications.

This database will be built by “volunteer” experts selected from Sectors by the Commission who will develop 3 Pillars of information.

Essentially the 3 Pillars of Information are:

- Occupations – titles based on NACE Codes;
- Skills and competencies for each occupation;
- Qualifications that match the skills required.

Stephen Studd attended the first meeting during which 8 different sectors were represented. Sport is included in one of three sub-sectors under the broad heading of Arts Culture and Recreation (NACE Code 93). The Sub-Group expressed its wish to be called the Sport and Active Leisure Sector.

INTERNATIONAL EXPERT SEMINAR ON SPORT LABOUR MARKET
Madrid (Spain), 15th and 16th of May 2013

Jean-Louis Gouju, Board Member, represented EOSE during an expert seminar organised in Madrid on 15th and 16th of May 2013 by the Faculty of Physical Activity and Sport - INEF (Technical University of Madrid).

The event gathered research experts from the sector from 10 different countries in the world and was about the Labour Market and employment, and the main characteristics, conditions and career of people working in physical activity and sport in Spain and Europe.

Jean-Louis made a presentation of the work carried out by EOSE at the European level and CAFEMAS in France around such issues.

CONFERENCE “WE MEAN BUSINESS – TRAINEES ON THE MOVE”
Brussels (Belgium), 17th and 18th of June 2013

On 17-18 June in Brussels, 200 stakeholders came together at the European Commission conference entitled "We Mean Business – Trainees on the Move" to share experience on traineeships abroad for vocational training and higher education students.

The conference gathered a wide range of stakeholders working on transnational traineeships, from universities and vocational education and training providers, to Chambers of commerce and skilled crafts, companies, former trainees and Lifelong Learning Programme National Agencies, all sharing the goal of ensuring quality in transnational traineeships.
This conference aimed to help share and spread good practices in the field of transnational traineeships. It built on the We Mean Business campaign of 2012, which put the spotlight on the benefits for companies of hosting trainees from abroad and helped build networks and connections to make it easier for companies to get involved. In view of the proposed future programme "Erasmus+" 2014-2020, the conference examined ways to ensure high quality traineeships abroad.

Issues in the spotlight included the need for strong networks, both national and European, to help ensure the best match between the needs and expectations of students and companies, the wish for easier access to information and support on organising traineeships, and plans to build on the current Erasmus and LdV quality framework in future EU funding program.

EOSE participated in the event and was represented by his Executive Board Member Stephen Studd.

**SPORT FOR GOOD GOVERNANCE (S4GG) FINAL CONFERENCE**

*Brussels (Belgium), 25th of June 2013*

The project final conference of the S4GG EU funded project was held in Brussels on 25th of June 2013. As project partner, EOSE Executive Director, Aurélie Favre, took part to the event.

The agenda of the meeting included very interesting speakers such as Yves Le Lostecque, the new Head of the Sport Unit of the European Commission, and Marc Theisen, member of the Executive Committee of the European Olympic Committees.

On top of that, two guest speakers provided practical insight on how good governance principles can be implemented: Georg von Waldenfels, Board Member of the International Tennis Federation and Marc Coudron, President of the Belgian Hockey Federation. Finally, Darren Bailey, Chair of the Council Expert Group on Good Governance, presented the work of the Expert Group, highlighting the progress made on the recommendation of principles in good governance.

The different presentations were followed by a panel discussion. Besides the guest speakers, the panel included Gianluca Monte, Sport Unit of the European Commission, Niels Nygaard, President of the NOC of Denmark, and Thierry Zintz, EOSE President and dean at UCL.

Final products of the S4GG project: [www.s4gg.eu](http://www.s4gg.eu).

**EU EXPERT GROUP ON EDUCATION AND TRAINING IN SPORT**

*Helsinki (Finland), 26th and 27th of June 2013*

The Expert Group on Education and Training in Sport (XG ETS), in which EOSE is involved as an observer, met in Helsinki (Finland) on 26th and 27th of June 2013.

The group adopted the mid-term report on the state of play of the inclusion of sport qualifications in the National Qualification Frameworks in the EU. The discussion focused furthermore on the finalisation of proposals for future EU level work in the field of Education and Training in Sport which will be part of the negotiations about the next EU Work Plan for Sport of the Council (to be negotiated on the first half of 2014).

EXTERNAL SCHEDULED EVENTS FOR THE SECOND SEMESTER 2013

- FEASIBILITY STUDY ON SPORT MOBILITY – WORKING MEETING
  Louvain-la-Neuve (Belgium), 1st July 2013
- EOSE WORKING AND TRAINING SEMINAR
  Louvain-la-Neuve (Belgium), 2nd July 2013
- EOSE EXECUTIVE BOARD MEETING
  Brussels (Belgium), 2nd September 2013
- NATIONAL VISIT IN POLAND – PRESENTING THE 7 STEPS MODEL
  Warsaw (Poland), 4th September 2013
- KICK OFF MEETING – ESF SPORT ADMINISTRATORS PROJECT
  Malta, 19th and 20th September 2013
- EU SPORT FORUM 2013
  Vilnius (Lithuania), 30th September and 1st October 2013
- FEASIBILITY STUDY ON SPORT MOBILITY – CONSULTATION WORKSHOP
  Vilnius (Lithuania), 2nd October 2013
- MOVE CONGRESS 2013
  Barcelona (Spain), 16th to 19th October 2013
- EUROPEAN EDUCATION, TRAINING AND YOUTH FORUM
  Brussels (Belgium), 17th and 18th September 2013
- VSport+ REPORTING SEMINAR
  Rome (Italy), 29th October 2013
- EOSE MEMBERS SEMINAR AND GENERAL ASSEMBLY 2013
  Rome (Italy), 30th October 2013
- EUROPEAN WEEK OF SPORT (EWoS) – PREPARATORY SEMINAR
  Brussels (Belgium), 20th November 2013
- EUROPEAN FITNESS INCLUSION TRAINING FOR WORK PROJECT – KICK OFF
  Tralee (Ireland), 21st and 22nd November 2013
- WINTER UNIVERSIADE CONFERENCE
  Trentino (Italy), 9th and 10th December 2013
- EOSE EXECUTIVE BOARD MEETING
  London (UK), 13th December 2013
EU ACTIVITIES & PROJECTS IN 2012 AND FIRST SEMESTER 2013 – AS PROMOTER

EOSE has been actively involved in the development of European project proposals and participated as promoter and/or partner in several European activities in 2012 and first semester 2013.

The section below lists and briefly introduces the European Projects conducted by EOSE during that period of time “AS PROMOTER”.

**PROJECT 1 (ongoing)**

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<tr>
<th>VSPORT+</th>
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<td>A cross-sectoral Valorisation Framework for the Lifelong Learning Strategy in Sport</td>
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LIFELONG LEARNING PROGRAMME - KA4 Multilateral projects  
Dissemination and exploitation of results, and exchange of good practices  
Agreement number - 2011-3923 / 001-001  
Project number – 518911-LLP-1-2011-1-FR-KA4-KA4MP  
Duration: 29 months from 01/11/2011 to 31/03/2014

Promoter: European Observatoire of Sport and Employment (EOSE)

**Short summary:** DISSEMINATION AND EXPLOITATION OF THE 7 STEPS MODEL

The key aim of VSPORT+, as a follow up of the previous LLL Sport project, is to develop a Cross Sectoral Valorisation Framework to ensure successful dissemination activities but also to support the transfer and implementation of the LLL Sport Strategy at sectoral, EU, National, Regional, Local and International levels.

The VSPORT+ project has been built through 4 main working STEPS:

- **STEP1:** National, regional and local dissemination activities to raise awareness, to highlight realities and to explore the feasibility to transfer the LLL Strategy for Sport into VET systems via National Dissemination Ambassadors in 6 EU Member States (from EOSE network).
- **STEP2:** National, regional and local exploitation activities to further raise awareness but also to develop and test ways for transferring and embedding the LLL Strategy for Sport and provide some changes into VET systems in 6 EU Member States through Exploitation Ambassadors who already carried out STEP 1 in 2010 (from EOSE membership).
- **STEP3:** European sectoral valorisation activities to raise awareness, disseminate and encourage the transfer and implementation of the LLL Sport Strategy through EU Sport Federations.
- **STEP4:** International valorisation activities to build new relationships, raise awareness, disseminate and encourage advice on the LLL Sport Strategy (focus on Australia & New-Zealand).

The project has started on 01st November 2011 and the detailed Progress Report has been submitted to the European Commission in March 2013. The work carried out so far has been highly assessed and we obtained the mark of 9/10 from the European Commission.

The work is ongoing and National Ambassadors are implementing some dissemination and exploitation activities expected within their specific National Action Plans. A Reporting Seminar will be organised on 29th October 2013 and the Final Conference on 24-25 of February 2013 in the UK.

Further information about the project and working progress available on www.vsportplus.eu
PROJECT 2 (ongoing)

**EU ASSOCIATION OPERATING GRANT 2013**
European Associations active at EU level in Education and Training

**LIFELONG LEARNING PROGRAMME – KEY ACTIVITY 3**
Jean Monnet Program  
Agreement number – 2013-132/001-001  
Project number – 536771-LLP-1-2013-1-FR-ASSOC-AOG  
Duration: 12 months from 01/01/2013 to 31/12/2013

**Short summary:** The objective of the operating grant 2013 is to:
- Provide EOSE with an operational grant to support running costs for a program of activity that will enhance its capacity and effectiveness in its role as a lead expert network organisation supporting the implementation of the EU education and employment policy initiatives in the sector;
- Enhance the skills and capacity of EOSE National members to raise the profile and improve the sustainability and effectiveness of their activity;
- Provide a focus for the implementation of EU education and employment policy in the sport sector.

The main targeted outputs of the work plan are to develop:
- A 3 year development strategy for EOSE and its members to strengthen the position, role and sustainability of the association
- A European Vocational Training implementation plan to identify priorities & actions for the sport sector to modernise its education systems and develop a competent workforce
- A database of recognised sport qualifications in EU
- A communication programme for 2013

The annual work plan has been built through the following 9 specific packages of activities:
- **ACTIVITY 1** – Statutory activities and internal management of EOSE
- **ACTIVITY 2** – Expand and strengthen the current EOSE Network
- **ACTIVITY 3** – Provide technical support to members (7 steps)
- **ACTIVITY 4** – Explore potential and feasibility for a EU centre of excellence
- **ACTIVITY 5** – Develop and implement a communication strategy
- **ACTIVITY 6** – Assess level of implementation of VET policies and EQF
- **ACTIVITY 7** – Analyse EU & Nat. Sport Strategies to highlight priorities
- **ACTIVITY 8** – Identify existing recognised national sport qualifications
- **ACTIVITY 9** – Consult and underline where the 7 steps is needed

The European Commission will monitor the progress of the work plan and respect of the financial guidelines on 28th of November 2013. A final report will have to be submitted at the end of the contracted period.

*Further information about the project available on [www.eose.org](http://www.eose.org)*
PROJECT 3 (ongoing)
FEASIBILITY STUDY ON POSSIBLE FUTURE MOBILITY MEASURES FOR SPORT IN THE EU

Contract number – EAC-2013-0136
Duration: 8 months from 28/02/2013 to 28/10/2013

Consortium:
- Université catholique de Louvain (UCL)
- European Observatoire of Sport and Employment (EOSE)
- Sport and Citizenship

Short summary:
The Consortium has been appointed by the Sport Unit of the Directorate-General Education and Culture (DG EAC) to carry out a feasibility study on possible future mobility measures for sport in the EU. The work has been awarded to the Consortium following an open call for tender (EAC/20/2012) and will be carried out over the next 8 months, finishing in October 2013.

The feasibility study aims to analyse current learning mobility opportunities in sport and then make detailed recommendations to help the EC to determine whether funding of sport learning mobility measures at the European level is necessary in future EU funding programmes. If this is deemed necessary, criteria and options on how the funding might be established, organised and structured will be put forward. The Study will provide an excellent opportunity for the Sector to help shape this important aspect of European policy, and therefore be well placed to benefit from the outcomes.

The Study will focus specifically on the needs and opportunities for non-professional athletes, coaches, staff and volunteers of non for profit sport organisations to participate in EU mobility programmes. The first step is to analyse the current situation concerning access to learning mobility for people in key roles in sport within the current EU mobility Programmes for education and youth. Research will identify good practice both inside and outside of the sector and assess the obstacles and barriers faced in the sport sector. The Study will also undertake an evaluation of other sector-based learning mobility opportunities that exist alongside those through EU programmes.

An analysis of the potential benefits, needs and expectations of learning mobility for the sport sector will follow through consultation with representatives of networks, organisations and experts active in the sector at both the European and national level. The objective will be to examine if the sector understands the benefits and potential of learning mobility and whether it thinks it is necessary to facilitate this for key people. If so, the Study will seek to identify the preferred routes and options to support this mobility in order to maximise access for people from the sport sector (e.g. how should opportunities be structured, for what duration, budget, process etc). The Team will seek to challenge the thinking and perceptions of the sector in relation to learning mobility.

The final step in the work plan will be to manage an analysis of the new EU programme for Education, Training, Youth and Sport “Erasmus for All” and the new “Citizenship Europe” programme, which will start in early 2014, to assess if the measures correspond to the needs and expectations expressed by the sport sector.

A consultation workshop gathering main European Sport organisations will be organised in October 2013 with the objective to test main conclusions and start developing the set of recommendations that will be submitted to the European n November 2013.

Further information about the project available on www.eose.org
The section below highlights and briefly introduces the European Projects in which EOSE was actively involved as partner during the year 2012 and first semester 2013.

**EU ACTIVITIES & PROJECTS IN 2012 AND FIRST SEMESTER 2013 – AS ACTIVE PARTNER**

**PROJECT 1 (Closed on 30/06/2012)**

*Training4Volunteers - T4V  
Mapping strategies and good practices of human resource development for volunteers in sports organisations in EU*

| Preparatory Action in the field of sport 2010  
Call for proposals EAC/21/2009  
Duration: 19 months from 01/12/2010 to 30/06/2012 |
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<td>Promoter: The Leadership Academy of the German Olympic Sports Confederation</td>
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**Short summary:**

Training for Volunteers was funded by the 2010 Preparatory Action on Sport of the European Commission. A network of experts from nine Member States researched volunteering in sport and tried to broaden existing perspectives on education and training in the sector.

The project sought to address how the individual can be supported in operating to increase quality standards of sport organisations and how human resource management can be applied to make volunteering in sport a valuable and attractive experience for individuals.

Taken from the final report which is now available, the excerpt below provides an indication of the need for human resource development for volunteers in the sector and how the T4V project has sought to address these issues.

- Volunteer management is becoming increasingly important, due to the growing need and increased competition for skilled and motivated volunteers within and between all voluntary sectors.
- Sports organisations need to improve their current volunteer management activities through a process of engaging with and implementing human resource management tools.
- With its human resource development model, the Training 4 Volunteers project offers a framework to support the practical implementation of volunteer management and the exchange between different sports and member states.


**Further information about the project on www.t4v.eu**
## PROJECT 2 (Closed on 30/09/2012)

### GOLF-STAND

*The European Occupational Standards for Golf*

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<th>LIFELONG LEARNING PROGRAMME (LLP)</th>
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<td>Leonardo da Vinci, Transfer of Innovation</td>
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<td>Agreement number: UK/10/LLP-LdV/TOI-343</td>
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<td>Duration: 24 months from 01/10/2010 to 30/09/2012</td>
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Promoter: SkillsActive

### Short summary:

The European Golf market is serviced by workforce of almost 400,000 employees that are required to deliver services which not only keep golfers in the game, but attract new participants and develop elite athletes.

With new golf markets emerging in Southern and Eastern Europe and the landscape changing in developed markets, are the learning outcomes and qualifications that exist understood by employers and golfers and do they truly meet the needs of the diverse markets across the EU?

If we are to meet these challenges, it is imperative that those working in the sector in face to face roles are equipped with the necessary skills through fit for purpose qualifications.

The European Occupational Standards for Golf project (GOLF STAND) was developed with the main objective to produce a range of indispensable European occupational standards aiming at defining the competences, skills and knowledge needed for those working in the sector as golf professionals.

It is anticipated that the Golf Stand project outcomes will assist employers to better identify staffing needs, develop appropriate job descriptions, fine tune the interview selection process and have greater appreciation of the skills, knowledge and attributes that staff are able to bring to a specific work role. This in turn will allow employers to position their staff in an appropriate role to gain maximum benefit for the business and at the same time help employees to engage in satisfying work.

The Golf Stand outcomes provide a clear and comprehensive guide to the competences relevant to a specific work role (occupation) and just as important offer a map for the skills, knowledge and attributes that will be needed for the next stage of a chosen career pathway.

**Final Project Outcomes available:** [www.golf-stand.eu](http://www.golf-stand.eu)

**Further information about the project and final outcomes available on [www.golf-stand.eu](http://www.golf-stand.eu)**

### Golf-Stand Partnership

- SkillsActive
- PGAs of Europe
- EOSE
- Malta Qualification Council
- University of Birmingham
- Bosön College
- Slovenian Greenkeepers’ Association
- EGCOA
- The PGA GB&I
- Scottish Qualifications Authority
- Nederlandse Golf Federatie
- Sport Institute of Finland
- PGA of Germany
- PGA of Sweden
- PGA of Italy
- AGGP Portugal
## PROJECT 3 (Closed on 30/06/2013)

### Sport 4 Good Governance – S4GG

| Preparatory Action in the field of sport 2011  |
| Call for proposals EAC/18/2011/010             |
| Duration: 19 months from 01/02/2012 to 30/06/2013 |

| Promoter: EU Office of the European Olympic Committees (EOC EU Office) |

**Short summary:**

The governance and management of sports is a matter of public interest. This interest steadily increased over the years, as sport professionalised and commercialised blurring the border between amateur and professional sport.

The Olympic Congress of Copenhagen 2009 stated that the legitimacy and autonomy of the Olympic movement depends on upholding the highest standards of ethical behaviour and good governance. Principles on good governance have been developed by the International Olympic Committee and recommended to be adopted by the Olympic movement.

Therefore, the main objective of the project S4GG was to assess and support the implementation of good governance principles within sport organisations in Europe by probing the present situation of their implementation, raising awareness on the issue and providing practical guidance on good governance principles (how to implement them).

One of the main outcomes of the project is a toolkit designed to help sport organisations in implementing good governance principles. This toolkit, named "Key to Good Governance", includes a master presentation, implementation examples and a very useful self-assessment tool. This toolkit as well as other information on the project can be found on the project’s website.

EOSE was involved as an active partner with a lead role in the Evaluation of the project, the development of the survey questionnaire and the content of the self evaluation toolkit.

The project final conference of the S4GG EU funded project was held in Brussels on 25th of June 2013 and final products of the S4GG project such as the toolkit are available on: [www.s4gg.eu](http://www.s4gg.eu).

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**S4GG Partnership**

- EOC EU Office
- ENGSO
- EOSE
- UCL CMOS
- CONI
- German Sport University Cologne
- Leadership Academy of the German Olympic Sports Confederation
- NOC & Sports Confederation Denmark
- Cyprus Olympic Committee
- Estonian Olympic Committee
- National Olympic Committee Croatia
- Netherlands Olympic Committee*
- Netherlands Sports Confederation
- Slovak Olympic Committee

Further information about the project on [www.s4gg.eu](http://www.s4gg.eu)
## PROJECT 4 (ongoing)

### Elf-Fitness

**E-Learning Fitness**

| Lifelong Learning Programme - KA3 ICT Multilateral Project Agreement number - 2011 - 3923 / 001 - 001 |
| Project number – 511669-LLP-1-2010-1-IT-KA3-KA3MP-ELF |
| Duration: 39 months from 01/01/2011 to 31/03/2014 |

### Short summary:

The eLearning Fitness project, also called eLF, is a three year project funded by the Directorate-General Education, Audiovisual and Culture of the European Commission under the Lifelong Learning Programme.

The Health Fitness sector continues to grow in Europe and must be prepared to meet the challenges in the field of education and employment in order to both achieve its potential and impact positively on European and National agendas (e.g. health, economic growth). All those working in the sector must be equipped with the necessary skills/competencies to perform in the labour market.

The objective of the eLF project is to work towards two main developments which are:

- a European e-Learning platform with content based on the European occupational standards for fitness instructors and personal trainers to cover the theory (knowledge) and the practical skills and competencies;
- a pilot national register for professional fitness instructors who meet those minimum standards.

A major impact of the project will be the development of a more professional level of fitness instructors and personal trainers, who meet the European occupational standards for fitness instructor and personal trainer occupations.

Activities under this project started on 1st of January 2011 and will finish at the end of March 2014.

EOSE role within this project was to carry out the desk research for some existing e-Learning training programmes across Europe (done) and to take responsibility for the overall management of dissemination activities (on going).

A specific e-bulletin has been produced and disseminated in July 2013 and a second version will be published by the end of the project.

### T4V Partnership

- University of Rome La Sapienza
- Federazione Italiana Aerobica Fitness
- Centro Ricerche Economiche e Sociali
- Central YMCA Qualifications
- EFAA
- Malta Exercise Health and Fitness
- National Training Centre | Ireland
- Escola Superior de Desporto Rio Maior
- INNOPOLE
- Ovidius University of Constanta
- Comenius University in Bratislava
- G.E.E. AERÓBIC Y FITNESS ALICANTE
- EOSE
- Sports Union of Slovenia
- Register of Exercise Professionals
- Deutsche Sporthochschule Köln
- Lietuvos kūno kultūros akademija
- Stiftelsen TISIP
- Consorzio interuniversitario Applicazioni di Supercalcolo per Università e Ricerca

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*Further information about the project and working progress available on [www.elearningfitness.eu](http://www.elearningfitness.eu)*
EOSE COMMUNICATION TOOLS

- **EOSE WEBSITE** ([www.eose.org](http://www.eose.org))

Through the year 2012, the website was regularly updated and amended to include latest news and documentations for the Sport and Active Leisure sector.

- **EOSE E-BULLETIN**

Seven editions of the EOSE E-bulletin were produced and disseminated during the year 2012 and three during the first semester 2013. 

The aim of this tool is to communicate on the activities of EOSE, members and partners across Europe, to inform people about latest developments and good practices, to disseminate link with key documents and highlight main events in the sector.

Electronic versions of the E-Bulletin are also put online and downloadable from the home page of the website.

- **EOSE SOCIAL MEDIA ACCOUNTS**

In June 2013, EOSE opened two accounts on social media in order to use Twitter and LinkedIn to spread the news about its activities.

- **ARTICLES / PRESS RELEASES** (see full articles from pages 33 to 35 of the report)

  The 18th issue of the quarterly Sport and Citizenship journal focused on the thematic "Sport and Employment in Europe".

  EOSE was delighted to collaborate in writing an article around the difficulties to obtain a clear picture of the labour market in the sector in Europe.

  EOSE Article is available in English and French on: [http://www.eose.org/V1/userfiles/eose_sportetcitoyennete.pdf](http://www.eose.org/V1/userfiles/eose_sportetcitoyennete.pdf)

  The French version of the article was also published on the French newspaper “Le Monde”:

  [http://www.lemonde.fr/sport/article/2012/03/20/pourquoi-est-il-si-difficile-de-connaître-la-situation-de-l-emploi-sportif-en-europe_1672886_3242.html](http://www.lemonde.fr/sport/article/2012/03/20/pourquoi-est-il-si-difficile-de-connaître-la-situation-de-l-emploi-sportif-en-europe_1672886_3242.html)

  An article from Thierry Zintz (EOSE President) about the role and challenges of EOSE in Europe around Education and Employment was published on the French journal “Acteurs du Sport” in March 2013.
DOSSIER > SPORT ET EMPLOI EN EUROPE

Pourquoi est-il si difficile de connaître?

De nombreux travaux dont le Livre Blanc sur le sport (2007) ont souligné la difficulté de rassembler des données fiables et consolidées au sujet de l’emploi sportif en Europe. Pourtant, disposer d’une bonne connaissance de la situation de l’emploi dans ce secteur est essentiel pour appréhender les défis à relever, que ce soit du point de vue des qualifications attendues ou des formations à construire.

En effet, depuis l’étude VoscoSport financée par la Commission et dirigée par EOSE en 2004, aucune autre tentative n’a été réalisée à cette échelle pour obtenir de tels enseignements. Nous restons ainsi dans l’ombre de quelques ordres de grandeur. On estime, par exemple, que le poids du sport correspond à une valeur ajoutée de 607 milliards d’euros en 2004, soit 3,7 % du PIB de l’Union, qu’il représente 15 millions d’emplois, soit 5,4 % de la main-d’œuvre. Par ailleurs, on considère que l’emploi dans le secteur du sport lui relève de pratiques extrêmement diverses qui possèdent des histoires également très différentes. De l’athlétisme à la gymnastique, du shopping en passant par le libre, le ski ou la randonnée, le secteur est un agrégat de disciplines plus ou moins instituées, réglées par des pratiques, codes ou normes spécifiques. Par ailleurs, cet ensemble est d’une latérité superficielle, puisque des pratiques apparaissent en permanence, se structurent ou non et se présentent ainsi comme un patchwork qui tend à échapper à toute classification stricte.

Enfin, des pratiques considérées comme identiques voient leurs usages souvent transformés ou détournez si bien que la discipline ne peut plus s’approprier en dehors de ce que les pratiquantes font pendant une période de plus en plus courte. Le mode de pratique devient aussi déterminant que la pratique elle-même. Enclavée est ainsi devenue compétitive et des pratiques urbaines d’abord autonomes se trouvent intégrées dans les activités olympiques, par exemple le « Half Pipe ».

Un secteur aux limites imprécises

Le sport représente un secteur dont nous connaissions très mal les limites. Si une définition consensuelle permet d’intégrer un large ensemble d’activités physiques au sein du sport, sa délimitation à des fins de connaissance de l’emploi se heurte à bien des obstacles. La question de la définition du concept de sport a fait objet de tentatives théoriques et scientifiques qui ont toutes trouvé des limites dans l’usage qui pouvait en être fait. EOSE propose comme solution, depuis quelques années, d’utiliser le terme de « Sport et loisirs actifs » et de s’intéresser à des sous-secteurs qui possèdent des limites parfois mémorables. C’est ainsi que des travaux ont été menés sur le fitness ou sur des espaces plus restreints tels que le golf ou le bateau-dog pour mieux maîtriser et contrôler les données.

Un secteur hétérogène, hiérarchisé et mouvant

Le champ du sport et des loisirs actifs relève de pratiques extrêmement diverses qui possèdent des histoires également très différentes. De l’athlétisme à la gymnastique, du shopping en passant par le libre, le ski ou la randonnée, le secteur est un agrégat de disciplines plus ou moins instituées, réglées par des pratiques, codes ou normes spécifiques. Par ailleurs, cet ensemble est d’une latérité superficielle, puisque des pratiques apparaissent en permanence, se structurent ou non et se présentent ainsi comme un patchwork qui tend à échapper à toute classification stricte.

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Why is it so difficult to understand the sport labour market in Europe?

Many studies, including the White Paper on sport (2007), have highlighted the difficulties in assembling reliable, consolidated data on the situation regarding sports sector employment in Europe. It is, however, vital to have a clear picture of the labour market in this sector in order to understand the challenges, whether they concern the qualifications expected or the development of training programmes.

Since the VoscoSport study[1], funded by the Commission and directed by EOSE in 2004, there has been no other attempt on this scale to obtain such information. We are left with a statement of some magnitude. It is estimated, for example, that sport corresponds to an added value of 607 billion euros in 2004, or 3.7% of the GDP of the Union and that it represents 15 million jobs, or 5.4% of labour. Moreover it is thought that employment in the sports sector has increased by 60% in 30 years, with only just under a million employees. Why is it so hard to revise these figures regularly and what work has been carried out?

A sector with unclear boundaries

If a generally accepted definition includes a wide range of physical activities within sport, there are many obstacles to setting the boundaries in the interests of analysing employment. The question of the definition of the concept of sport has been subject to various theoretical and scientific studies which have all found the boundaries in the use to which it is put. For a few years now, EOSE has been suggesting using the term “sport and active leisure” and concentrating on sub-sectors which sometimes have clearer limits. That is why work has been done on fitness or on more limited topics such as golf or outdoor activities, where the data can be better managed and checked.

A diverse and rapidly changing sector

The sport and leisure activities sector is made up of a wide diversity of activities with equally different histories. From athletics to recreational gymnastics, via paragliding, skateboarding and skiing, this sector is an amalgam of disciplines which are established and governed by specific practices, codes and rules to a greater or lesser degree. This group is also highly volatile, since new practices are constantly appearing, possibly talking on a structure, but giving the impression of a patchwork which manages to avoid any rigid classification. Finally practices which were previously considered as identical are frequently changed or resituated to the extent that the discipline can only be understood as what the participants are actually doing on an increasingly short timescale. The way activities are practiced is becoming as decisive as the activity itself. Climbing has become competitive, and urban sports which used to be independent have been integrated into Olympic activities, for example the Half Pipe. From this viewpoint, understanding the sports sector means coming up against statistical classifications and nomenclatures compiled at other times for more macroscopic purposes. For instance, the statistical classification of economic activities in Europe (NACE codes) does not make it possible to get precise data for the sector, which is broken up under...

EOSE


The European Observatory of Sport and Employment (EOSE) was set up in 1994. EOSE acts at the national and the European level and its scope is to cover the whole Sport and Active Leisure sector. It is now composed of 48 observatories and members from each country of the European Union.

www.eose.org
situation de l’emploi sportif en Europe ?

Jean-Louis Gouju
Aurelien Favre
Observatoire européen de l’emploi sportif (EOSE)

Patrick Mignon


Ces relations sont probablement encore complexes depuis et c’est pourquoi il conviendrait d’avoir une vue claire si nous voulons synthétiser des données d’emploi dans ce champ. Des travaux récents de l’EOSE ont visé notamment la possibilité d’exercer et spécifier la nomenclature des métiers concernés par le secteur sport (NECROS) de façon à obtenir et mobiliser des données comparables.

Des statuts et des emplois très différents

Depuis la bimillénium jusqu’au sportif professionnel, l’ensemble des métiers et activités professionnelles du sport et des APS connaît une large diversité des structures et formes d’emploi. Ainsi, le sport est un fort usager des emplois occasionnels et saisonniers qui se greffent difficilement au dénombrissement. Nous y reconnaîtrions ensuite des phénomènes importants de sous-traitance. Par exemple, la restauration, les transports ou l’hôtellerie apparaissent comme des emplois appartenant au secteur, car les entreprises du sport utilisent les services d’autres entreprises extérieures au secteur. Enfin, le sport obéit à des rythmes saisonniers et qualité ainsi que le recours au temps partiel et la pluralité. Cela signifie que les métiers sportifs sont exercés par des personnes qui relèvent d’autres situations géographiques et professionnelles à d’autres moments de la journée, de la semaine, du week-end ou de l’année. Il est alors difficile d’obtenir les effectifs avec de beaucoup de ces emplois sans risquer des erreurs importantes.

Des variations très importantes entre les pays

L’ensemble des remarques précédentes tend à prendre une importance toute particulière quand nous considérerons, en plus, les variations entre les 27 États de l’Union, voire entre les régions de certains d’entre eux. Ceci expose largement les recherches à de nombreuses incertitudes dues aux différents contextes. En effet, les métiers sportifs

various codes, l’EOSE a développé une approche plus spécifique de classification (NECROS), en ordre de précéder et être inclus.

A young and poorly-defined sector

The sector and active leisure sector is still profoundly marked by volunteering. Even if this situation is changing quite rapidly, this means that it is still impossible to analyze a large part of the sector in terms of employment. We are not only talking about activities which support the athlete his/herself, but also about management activities and the leadership of the structures.

It is still hard to determine exactly which jobs are strictly to do with sport and which ones contribute more indirectly. Physical and sporting activities (APS) often involve contributions from professionals outside sport. For example, a sports doctor is primarily a doctor. This is also true of sports journalism, trainers in sports equipment and many other people employed in tourism, administration and on the technical side. In 2004, Vocasport described several professional spheres as being “upstream” or “downstream” from actual sport. This relationship has probably become even more complex since then, and it is why it is necessary to get a clear picture of the situation we have to be able to synthesize the employment data in this domain. Work carried out within EOSE targeted the possibility of enriching and specifying nomenclature for professions concerned with the sports sector (NECROS) so as to obtain and mobilise comparable data.

Very different statuses and jobs

From the volunteer to the professional athlete, there is a wide diversity of structure and forms of employment involved in exercising the jobs and professional activities in sport and APS. Sport uses a lot of occasional or seasonal labour which is difficult to count. Then there are significant examples of subcontracting. For instance, catering, transport and accommodation are quite jobs pertaining to the sector, as sports businesses use companies outside the sector. Finally, sport is subject to seasonal timelines and favours the use of part-timers and people with other jobs. This means that jobs in sport are performed by people who have other professional commitments at other times of the day, the week or the year. It is therefore difficult to establish the real numbers in many of these jobs without the risk of significant errors.

Large variations between countries

All of the observations made here take on extra importance when we also consider the variations between the 27 states of the Union, and even between regions within some of them. This biases research wide open to numerous uncertainties due to the different contexts. In fact, the jobs have many different milieux across Europe. The work therefore has to deal with interpretation before turning to statistics. It may then, be tempting to try to get an idea of the magnitude by adding the numbers of similar units within different countries, but this is at the risk of overestimation.

Conclusion

All of the above-mentioned difficulties do not constitute insurmountable obstacles to constructing an overview of the “sport” sector in Europe. Paradoxically, they highlight the merits of the Vocasport study.

They do, however, identify the nature of the difficulties to be resolved in order to understand this sector better, so as to affirm its identity and thus encourage better mutual understanding and professional mobility within Europe.

www.eose.org

Retrouvez cet article sur le site de notre partenaire :
Le Monde.fr

CAFEAMS


The “Analytical Centre for training, jobs and professions in sports and culture” (CAFEAMS) is a French public interest group set up by decree on 29th April 2011. This grouping shows that it is possible to unite different public and private stakeholders in pursuit of a shared objective. In this case, improving the relationship between training and jobs in the sport and industry sectors. At the European level, CAFEAMS is a member of EOSE.

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MÉTIER

Interview de Thierry Zintz
Président de l'Observatoire européen du sport et de l'emploi

Notre première mission est d'avoir un rôle actif dans les projets financés par la Commission

de la relation emploi-formation dans le secteur sportif. Notre première mission est d'avoir un rôle actif dans les projets financés par la Commission qui visent les réflexions et la mise en application des instruments européens. Cela concerne les grilles de qualifications, la mobilité ou encore la mise en œuvre d'outils spécifiques de rapprochement entre les besoins professionnels et les compétences attestées en sortie de formation. Nous sommes également un centre de ressources cherchant à favoriser l'émergence de réflexions et travaux qui favorisent le développement des métiers du sport. Enfin, nous agissons en tant qu'observateurs au sein du groupe d'experts européens qui réfléchit et aide la Commission européenne.

Quels sont les processus en cours à l'échelle européenne?
Le nouveau programme d'actions de la Commission pour la période 2014-2020 est en cours d'adoption. Certains points sont très importants comme le programme « Erasmus pour tous » qui fait suite au programme européen pour l'éducation tout au long de la vie 2007-2013. Il y a ensuite la véritable apparition du sport en tant que facteur économique pourvoyeur d'emplois. Le programme de développement des compétences des pays en voie de sortie vise justement à calculer son impact économique. Enfin, nous réfléchissons à la capacité de faire figurer les qualifications professionnelles de notre secteur sur les grilles de qualification. La France et quelques autres pays l'ont déjà réalisé mais ce n'est loin d'être le cas partout en Europe.

Quel rôle occupe votre organisation?
Nous sommes un rassemblement d'organismes ayant comme mission l'observation de l'efficacité de la relation emploi-formation dans le secteur sportif. Notre première mission est d'avoir un rôle actif dans les projets financés par la Commission qui visent les réflexions et la mise en application des instruments européens. Cela concerne les grilles de qualifications, la mobilité ou encore la mise en œuvre d'outils spécifiques de rapprochement entre les besoins professionnels et les compétences attestées en sortie de formation. Nous sommes également un centre de ressources cherchant à favoriser l'émergence de réflexions et travaux qui favorisent le développement des métiers du sport. Enfin, nous agissons en tant qu'observateurs au sein du groupe d'experts européens qui réfléchit et aide la Commission européenne.

Sur quel dossier travaillez-vous actuellement?
Nous conduisons en ce moment un projet financé par la Commission européenne nommé VSPORT (www.vsportplus.eu) qui vise à disséminer et encourager la mise en place d'une méthodologie commune alliant de l'analyse des besoins du marché de l'emploi du secteur jusqu'à la formalisation des compétences attendues en fin de formation. Mais nous participons également à de nombreux autres projets visant à soutenir le développement et la mise en place de standards professionnels (golf) décrivant les compétences nécessaires pour répondre aux attentes du secteur, faciliter la relation entre le monde de l'emploi et de la formation, ou la mobilité professionnelle et d'apprentissage des sports.

Comment améliorer la relation formation-emploi?
L'une des perspectives les plus intéressantes est la création des « Knowledge and sector skills alliances » (commissions sectorielles formation-emploi). L'idée consiste à favoriser l'émergence, dans 400 secteurs économiques, d'un rassemblement des acteurs essentiels du secteur pour constituer des partenariats concrets regroupant des acteurs de la formation jusqu'à ceux de l'entreprise et de l'emploi aux niveaux européen et national. Cette avancée doit créer les conditions d'échanges et d'émersion de liens directs pour améliorer la relation formation-emploi, anticiper les changements en termes de besoin de compétences et favoriser la professionnalisation aux niveaux national et européen. Si cela se concrétise, nous pourrons passer d'un secteur composé de très nombreux microsecteurs indépendants (par exemple les fédérations sportives) à un secteur plus structuré et plus lisible dans son ensemble.

Pour de plus amples informations:
www.eose.org
http://ec.europa.eu/sport