MEMBERSHIP DEVELOPMENT WORKSHOP 2017

Vienna (Austria), 23 June 2017
OPENING
AND
WELCOMING MESSAGE
HOST OF THE SEMINAR

► European Handball Federation

► Helmut HÖRITSCHE
OBJECTIVES OF THE EVENT

- **Provide** an update of the latest EU policies on sport, education and employment.
- **Encourage exchange and interactivity**: identify potential routes for collaboration and synergies to develop;
- **Get a more accurate snapshot** of the realities and challenges of the sector in the field of education and employment.
- Collate key **ideas and suggestions**: Prepare the **future** of the sector together;
- **Give** you a chance to **promote your initiatives** and exchange your view on the challenges ahead.
GET TO KNOW EACH OTHER
QUICK TOUR DE TABLE

- We want to know you and your organisation.
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”.
PURPOSE

EOSE AIMS TO:

- Support the sector in engaging with EU Policy
- Support EU project with Members at national/EU level (in line with mission)
- Promote the profile and recognition of the sector
- Support change and modernisation in the sector
- Transfer of knowledge (top-down and bottom-up approach)
- Promote and share expertise
- Support work at national and EU level in line with its mission
- Facilitate dialogue and exchange

Our end goal is to facilitate or catalyse skills development initiatives in the sport and active leisure sector.
QUICK HISTORY

► **Independent not for profit organisation** registered in France (2002)

► **EU membership and network** with contact worldwide. Technical association with **knowledge and expertise** in the sport & active leisure sector, labour market and VET policy
WORKFORCE

- Small central team - support and management

EOSE is run by:
- 4 full-time employees,
- 5 Executive Board Members
EXPERTISE

- **Specialisation:**
  - Sport and Active Leisure sector
  - Sport Education Systems
  - Workforce development
  - Linking education to the labour market
  - European policies and initiatives

Over the years, EOSE has established itself as a respected, expert organisation in the Sector at a European level. It is seen as independent and objective and a facilitator and leader in skills development in the Sector.
ACTIVITIES

In practice, EOSE work embeds:

- RESEARCH AND METHODOLOGIES
- OCCUPATIONAL STANDARDS
- PROJECT MANAGEMENT
- EDUCATION AND TRAINING
- COLLABORATIVE NETWORKS
A FLEXIBLE STRATEGY FOR DEVELOPING THE SECTOR

A PHILOSOPHY TO ENSURE COLLABORATION IN THE SECTOR

Purpose:

- Understand the realities and changes of the labour market
- Match education and training to the needs of the labour market
- Equip the workforce (paid or unpaid) with the right skills
- Facilitate the link between worlds of education / employment
- Engage main stakeholders
- Improve recognition of competences and qualifications.
IN FIGURES

2016 AT A GLANCE

74 EVENTS

46 Attended

28 Organised

20 Countries visited

EOSE Membership Development Workshop 2017– Vienna, 23 June 2017
IN FIGURES

An expert organisation recognised as such by the European Commission & key stakeholders

IN INVOLVEMENT IN EU FUNDED PROJECTS

- Since 2002: 40 EU funded projects since its creation
- 23 Projects as a leader: 4.307.580 € Total projects grant
- 34 Countries
- 17 Projects as a partner: 4.835.310 € Total projects grant
- 138 Partners
- 100 Partners
- 30 Countries
- 14 EU networks
IN EU PROJECTS

AS LEADER:

▶ ESSA-SPORT
  - Deliver the first Europe-wide Employment and Skills map for the whole sport and physical activity sector.

▶ S2A-Sport
  - Implementation of the 7 Step Model for the development of industry-led occupational standards for Sport Administration
  - Production of a corresponding training programme handbook
  => Pilot Session in Finland: 3rd to 9th of September 2017 for 40 participants

▶ T2MIS
  - Supporting learning mobility for managers, coaches, staff and volunteers of non for profit sport organisations in Europe.
  - An innovative centralised and self-guided online tool supporting mobility.
IN EU PROJECTS

AS PARTNER:

- **EUROPEAN US GIRLS**
  - Increase **female participation** in grassroots sport through volunteer peer-learning

- **ALL>>IN**
  - Establish a cross-sectoral cooperation at a EU sub-regional level that develops, exploits and implements good practices for integrated pathways of lifelong physical activity for **people with a disability**

- **ASPIRE**
  - Offering suitable participation opportunities for **refugees** in and through sport by the provision of training for facilitators across Europe

- **GOGOLF EUROPE**
  - Test an innovative training approach in order to blueprint a model for effectively increasing golf **participation of youths at grassroots level** across Europe.
IDEAS FOR THE SECTOR
IF THE SECTOR IS TO FULFIL ITS POTENTIAL

IT NEEDS:

- A competent workforce with right skills (paid/unpaid)
- New level of cooperation between the worlds of education and work
- Clear career structure and pathways with job opportunities
- Fit for purpose qualifications and training that equip people to work in the sector / labour market needs
- Definition of competencies, skills/knowledge needed
- Linking with European Policies and Initiatives, and mainstream national education systems
WORKING TOWARDS A SKILLED AND QUALIFIED WORKFORCE

▶ The first employment study 2003
▶ EOSE has facilitated a series of EU projects which developed and used our 7 Step Model (our Lifelong Learning Strategy)
▶ The first competence standards for fitness (now passed to EuropeActive) and incorporated into professional registers
▶ The first standards for outdoor activity leaders (now passed to EC-OE)
▶ The first standards for Golf Professionals
▶ Now developing European standards for Sports Administrators – management staff in federations and clubs to lead to new professional development programme

OUR AMBITION: qualifications and training that:
  • Are “fit for purpose”
  • Reflect the new and changing needs of employment
  • Integrated into emerging NQF and linked to the EQF
  • Provide for transparency, transferability, mobility
  • With full recognition for volunteering and informal learning!
PARTNERING TO DEVELOP SOME SPECIFIC SPORTS

PGA of Europe

European Golf Association

Tennis Europe

EHF
APPLIED TO ONE SPORT: THE CASE OF GOLF

«European Occupational Standards for Golf»

Applicant: SkillsActive (Partners: PGA EU, EOSE)

UK National Agency - Leonardo da Vinci – TOI

Duration: 2 years: 01/10/2010 - 30/09/2012

Website: www.golf-stand.eu

Objective: Using the 7 Steps Model to develop EU occupational standards to define competences, skills and knowledge needed for golf professionals in EU

Outcomes of the project have formed the basis for a the development of the game. Still in place and now used internationally!
DEVELOPING THE SKILLS OF SPORT ADMINISTRATORS

**Aim:** Applying the 7 Step Model in direction of those acting as Sport Administrators to:

- Define the knowledge and skills required and expected to perform in the field as well as the standards they are supposed to achieve;
- On this basis, develop and deliver a training program tailored to the needs identified for this function.

**In practice:** HUGE DEMAND

- 100 employees of KMS trained in 2015, 40 of them having benefiting from an international mobility experience.
- 40 European participants will be trained in Finland – 3 to 9th of Sept 2017.

Materials & concept developed and tested with a broad partnership.
PROMOTION OF MOBILITY AS A KEY COMPONENT

EXPLORE, PROMOTE AND SUPPORT

#MOBILITYSUPPORTJOBS

WE BELIEVE ALL THOSE INVOLVED IN THE SECTOR SHOULD HAVE ACCESS TO LIFELONG LEARNING MOBILITY EXPERIENCE WHETHER THEY ARE

A REFEREE
A STUDENT
AN ADMINISTRATOR
A VOLUNTEER
A ATHLETE
A COACH
A STRONG AND UNQUESTIONABLE INTEREST FROM THE SECTOR

Importance of Learning mobility to be available for the sector (n=358)
- Essential: 29%
- Important: 57%
- Others (Neither important or important, not important): 14%

Willingess to be involved (n=375)
- Yes: 71%
- No: 2%
- Do not know: 27%

Main Benefits and added values:
1. Personal development of individuals
2. Improved international relation
3. Language and culture
4. Acquiring new skills
5. Experience of other national sport systems

Potential outcomes of future mobility:
1. Personal development of individuals
2. Acquiring new skills
3. Experience of other national sport systems
4. Improve international relations acquiring new skills

WHICH POTENTIAL DOES IT SEE IN THE DEVELOPMENT OF LEARNING MOBILITY?

Strong demand for learning mobility with a high recognition of its importance and a tangible willingness to be involved.

Sport recognises the benefit for the individual, for their organisation and for sport as a whole that would arise from an increase in learning mobility through the exchange of people, ideas and good practice.
A LOW LEVEL OF AWARENESS AND A LOW LEVEL OF PARTICIPATION FROM THE SECTOR

AWARE AND INVOLVED (N=426)

Yet on the other hand, sport has only participated at a low level in the programmes designed to make learning mobility a reality.

- Grundtvig: 4.93%
- Youth in Action: 6.81%
- Erasmus: 13.15%
- Leonardo da Vinci: 14.32%

LEVEL OF AWARENESS

Main reason evoked for not having been involved: Lack of awareness of opportunities for Learning Mobility.

- The Erasmus Programme: 82%
- The Leonardo da Vinci Programme: 58%
- Youth in Action: 40%
- Comenius: 38%
- Grundtvig: 35%
- Europe for Citizens: 32%

This demand has lain dormant partly because awareness levels of the opportunities offered by the EU funded programmes has been low and partly because sport has lacked the organisation and capacity to engage.
OUR PROPOSALS TO SOLVE THIS CONTRADICTORY SITUATION

What to do now?

To achieve the increase in mobility that is both desired by the European Union and the Sport Sector, a 5 Step approach was proposed:

**Step 1:** Simplify the presentation of Learning Mobility opportunities

**Step 2:** Improve and enhance the application processes, procedures and systems that support learning mobility

**Step 3:** Raise awareness IN the Sport Sector

**Step 4:** Raise awareness OF the characteristics and specificities of the Sport Sector

**Step 5:** Create the conditions in Sport to facilitate learning mobility

Find out all the detailed recommendations in the full report available on www.eose.org
RECOGNISING & SUPPORTING NFIL IN SPORT AS A FACTOR OF SUCCESS

Context:

► Sport is the sector which gathers the highest number of volunteers.
► The skills of this unpaid workforce are crucial.
► Yet there is a clear lack of recognition of the experiences, the value and the competences acquired by volunteers.

Ideas/proposals:

► THINK OF THE RECOGNITION OF NFIL AS A CURRENCY => Take into account the existing context to make sure the exchange value of the initiative will be strong.
► A TRANSLATING TOOL TO SHOWCASE THE EMPLOYABILITY POTENTIAL OF THE SECTOR: develop an activity that would help people to explain the competences gained through voluntary activities.
► AN APPROACH BASED ON INDIVIDUALS NEEDS: understand the purpose and demand from people for validation – why is it important to them and how can sport facilitate the process?
A NEED: UNDERSTAND THE WORKFORCE OF PROFESSIONALS AND VOLUNTEERS IN THE SECTOR

- if sport is to achieve this impact, we will need more people with new skills working in the sector
- we need to fully understand the workforce of professionals and volunteers in the sector and to analyse the skills they need and then to ensure they can access training and education that will give them those skills

ESSA-SPORT

Improving the Supply of Skills to the Sector

- New Project (2017-2019) – the European Sector Skills Alliance for Sport and Physical Activity
- A key step in developing a skills strategy for the sector – with your help, we will research and consult at national and EU level to provide the first map of employment and skills for the whole sport and physical activity.
## EXPECTED OUTPUTS

### 1. NATIONAL REPORTS (x18)
- Statistical analysis NACE 93.1
- Narrative sections from desk research
- Skills analysis from online survey
- Consultation outcomes/feedbacks
- Skills Strategic Action Plan (priorities)

### 2. NATIONAL REPORTS (x10)
- Available statistics NACE 93.1
- Narrative sections from desk research
- Data from online survey but no analysis and consultation

### 3. SUMMARY FACT SHEET PER COUNTRY (x28)

### 4. EUROPEAN REPORT: “Skills needs identification: situation, trends and priorities”
- Executive Summary + Infographics
- EU Map of Employment
- EU Skills Map from online survey
- EU Skills Strategic Action Plan
- Recommendations / priorities
- Sustainable Work Plan for ESSA

### 5. EU SPORT SKILLS SEMINAR (findings, debates, continuity, implementation)
ROLE OF NATIONAL PARTNERS

1. Desk research and analysis of existing and available data and statistics on the national sport labour market.
2. Desk research to collate information on national sport systems, structures and policies, on sport participation, role/responsibilities of stakeholders, drivers for changes and tendencies.
3. Desk research on national qualification, education and training systems, the current national supply and training provision for the sport sector.
4. Translation of the online survey, building a national database of contacts, supporting the dissemination of the survey, encouraging stakeholders to take part etc.
5. Deeply analyse the national data from the online survey, organise national consultation activities to collate feedbacks on main findings and produce a national report including a Skills Map as well as a strategic action plan with recommendations.
6. Provide feedback and comments on the draft version of the EU Report on skills needs identification for the sport sector based on the analysis of the national reports and consultation with stakeholders.
7. Nominate a representative from your country to attend the seminar, dispatch invitation, contribute to the preparation and delivery of the seminar.
LUNCH BREAK
PRESENTATION & DISCUSSION ON SOME KEY TOPICS
REALITIES AND CHALLENGES FACING THE SECTOR WHEN DEALING WITH EDUCATION AND EMPLOYMENT
THE SPORT AND ACTIVE LEISURE SECTOR

A COMPLEX AND FRAGMENTED SYSTEM
A GROWING & CHANGING SECTOR IN EUROPE

▶ A PEOPLE FACING SECTOR where a skilled and qualified workforce, is paramount.

▶ A sector driven by VOLUNTEERS in Europe: 35 million Volunteers in Sport (7% of the population).

▶ Emerging private sector – fitness, tourism, outdoor activities, new sports.

▶ New Government priorities – not just medals but social and economic impact:
  ▶ Creating jobs
  ▶ Education and employability through sport
  ▶ Health through active lifestyles
  ▶ Social integration

VALIDATED THROUGH THE LATEST ONLINE CONSULTATION (ESSC)
The sector is changing in Europe

- Public investment is constrained due to austerity
- Pressure on Federations – governance, doping, fair play

![Image of sport challenges]

Lack of appropriate training + qualification

Sport often sits outside of NQF

Supply | Demand

Training programme
REALITIES AND CHALLENGES

- The economic and employment potential of the sector is often **underestimated or not recognised**
- Employers are **seeking well trained employees** matching their requirements / expectations
- Existing courses and qualifications **not enough regarded as relevant** by employers & federations
- **Gap** between competences required by employers and Learning Outcomes acquired by employees
- **VET is very limited** in the sector in many countries and not coordinated at the European level

How can the sector fulfil its potential and enhance its impact?
What are the main challenges facing the sector in your country?

- What does the sector look like?
  - sport systems,
  - VET systems
  - labour market description

- What is its direction of travel?
  - Any national priority?
  - What factors are driving change?
  - Are you aware of particular skills and workforce issues?
  - What is the national strategy for sport and what are the expectations of Government?
OPPORTUNITIES AHEAD
BASED ON EU POLICIES, INITIATIVES AND PROGRAMMES
BRIEF SNAPSHOT OF EU POLICIES & INITIATIVES
CONTEXT - EU policies & initiatives

EUROPEAN POLICIES: EUROPE 2020 STRATEGY

SPORT
EU White paper on sport 2007
Lisbon Treaty - Art. 165 2009
Communication on “Developing EU dimension in Sport” 2011
EU Work Plan Sport 2011-2014
EU Work Plan Sport 2014-2017

EDUCATION
E&T 2020: Strategic framework for cooperation in education and training 2009
Joint Education and Training Report on the implementation of ET2020 2015
Paris Declaration on Promoting citizenship and common values 2015

EMPLOYMENT & SKILLS
New Skills for New Jobs: Anticipating and matching labour market & skills needs 2009
Youth on the move 2010
New Skills Agenda for Europe 2016

✔ Anticipating and matching labour market and skills needs
✔ Link the world of work and world education
✔ Improve quality and efficiency of education and training
✔ Equip citizens with right skills and competencies to perform in a job
✔ Support inclusive education, equality, non-discrimination, civic competences
✔ Increase VET attractiveness by showcasing examples of excellence and quality
CONTEXTE - EU policies & initiatives

Education & Training (Strategic Framework for European Cooperation in Education & Training)

4 STRATEGIC OBJECTIVES OF ET 2020:

- Making **lifelong learning and mobility** a reality
- Improving **quality and efficiency of education & training**;
- Promoting **equity, social cohesion** and **active citizenship**;
- Enhancing **creativity and innovation**, including **cooperation** between stakeholders involved in education & employment
CONTEXT - EU policies & initiatives

Education & Training (Strategic Framework for European Cooperation in Education & Training)
Employment and skills

NEW SKILLS AGENDA – Adopted in June 2016

- Improve the quality of skills and their relevance for the labour market
- Make skills more visible and comparable
- Improve skills intelligence and information for better career choices

A Skills Guarantee to help low-skilled adults acquire a minimum level

The ‘Blueprint for Sectoral Cooperation on Skills’ to improve skills and address skills shortages

Making Vocational Education and Training (VET) a first choice
Before and during the main week, **activities and events to showcase excellence in vocational education and training** will be rolled out across Europe.
CONTEXT - EU policies & initiatives

Sport - NEW EU WORK PLAN FOR SPORT 2017-2020

Status: Adopted on the 23rd of May 2017 at the Council meeting of Sport Ministers

Key topics:
- integrity of sport,
- economic dimension of sport,
- sport and society

Changes:
- New time frame to coincide with the end of the financial period in 2020
- Reinforcement of synergies with the Erasmus+ Programme
- 2 Expert Groups:
  - integrity
  - skills and workforce development in sport
BRIEF SNAPSHOT OF EU FUNDS
MAIN TYPE OF FINANCING FROM EC

- **GRANTS** for specific projects in relation to EU policies, usually following a public announcement known as a 'call for proposals'. Part of the funding comes from the EU, part from other sources.

- **CONTRACTS** issued by EU institutions to buy in services, goods or works they need for their operations – like studies, training, conference organisation, IT equipment. Contracts are awarded through calls for tender.
EU FUNDING OPPORTUNITIES

Overall, around 76% of the EU budget is managed at the national / regional level!
LIST OF OPPORTUNITIES
(non exhaustive)

- **Erasmus+** - EU programme for education, training, youth and sport

- **European Structural and Investment Funds (ESIF)**
  - **European Regional Development Fund (ERDF)**
  - **European Social Fund (ESF)**
  - **Cohesion Fund (CF)**

- **EU Health Programme**

- **Horizon 2020** - "Framework Programme for Research and Innovation" (Excellent science; industrial leadership; societal challenges)

- **Europe for Citizens Programme** - Strengthen remembrance and civic participation
Erasmus+

KEY OBJECTIVES

- Help young people to acquire additional skills through studying & training abroad
- Enhance teaching quality in the EU and beyond
- Support Member States and partner countries in modernising their education and vocational training systems
- Promote youth participation in society
- Support teaching and research on European integration
- Support European grass-roots sport
3 MAIN TYPE OF ACTIONS

Learning mobility of individuals (KA1)
- Staff mobility, in particular for teachers, lecturers, school leaders and youth workers
- Mobility for higher education students, vocational education and training students
- Student loan guarantee
- Joint Master degrees
- Mobility for higher education for EU and non-EU beneficiaries
- Volunteering and youth exchanges

Cooperation for innovation and exchange of good practices (KA2)
- Strategic partnerships between education/training or youth organisations and other relevant actors
- Large scale partnerships between education and training establishments and business: Knowledge Alliances & Sector Skills alliances
- IT-Platforms including e-Twinning
- Cooperation with third countries and focus on neighbourhood countries

Support for policy reform (KA3)
- Open method of Coordination
- Prospective initiatives
- EU recognition tools
- Dissemination & exploitation
- Policy dialogue with stakeholders, third countries and international organisations
ESF – INVESTING IN PEOPLE

Funding & objectives in 2014-2020

€80 billion (in current prices) in funding to:

► train people and help them get into work
► promote social inclusion
► improve education and training
► improve the quality of public services in your country.

► 7-year operational programmes are planned by governments and approved by the European Commission.

► Funding is given to a wide range of organisations – public bodies, private companies and civil society (NFP) etc.

► Funding available through Member States and Regions

► NATIONAL PRIORITIES!

► ESF Managing Authority
http://ec.europa.eu/esf/main.jsp?catId=45&langId=en
WHICH OBJECTIVES FOR ESF?

- **GETTING PEOPLE INTO JOBS:** projects aimed at training people and helping them get work. Helping young people enter the labour market will be a top priority for the ESF in all EU countries.

- **SOCIAL INCLUSION:** finance thousands of projects that help people in difficulty and those from disadvantaged groups to get skills and jobs.

- **BETTER EDUCATION:** initiatives to improve education and training and ensure young people complete their education and get the skills that make them more competitive on the job market.

- **STRONGER PUBLIC ADMINISTRATION:** improve the quality of public administration and governance.
Do you find it easy to find the information regarding EU policies, programmes and initiatives?

Which priority would you like to see in the future generation of Erasmus+?

How can we work with you?
  - What can we do together to make a difference to the sector?
OPPORTUNITIES FOR ACTION

- European Sector Skills Alliance / Labour Market Research
- Implementing the 7 Step Model
- Developing Occupational Standards (skills, competencies)
- Design of innovative training programmes / courses
- Continuous Professional Development (CPD)
- Making Learning Mobility a reality in sport
- Use of sport to enhance employability
- Re-engaging people with disadvantage background
- Recognition of non-formal and informal learning
PRESENTATION OF SOME NATIONAL GOOD PRACTICE, INITIATIVES AND/OR APPROACH
Examples of good practice in your country in relation to:

- The recognition of Non-Formal and Informal Learning
- Learning mobility in Sport
- Social use of sport?
INVITATION TO JOIN EOSE MEMBERSHIP
MEMBERSHIP
EOSE relies on an impressive network to deliver its ambitious Work Programme
EOSE AS A CATALYST FOR ITS MEMBERS

EOSE impact is limited (human resources, time, funding): OUR STRENGTH IS OUR MEMBERS AND WE TRULY AND FULLY RECOGNISE IT.

- EOSE as central point for sharing ideas to the whole Network
- Encourage national members to explore possibility to become project promoter of European projects
- Support from EOSE to get funding from National Agencies
- Multiply concrete opportunities for activities in the sector

More efficiency and stronger impact on the sector!
WHY JOIN EOSE?
RECOGNITION FROM STAKEHOLDERS

“Sport is increasingly gaining recognition as an issue of economic, social and political importance on the agenda of the European Union. However, challenges still exist [...]. I share the views of experts who believe that the modernisation of the education system in the field of sport should be driven by the demands and needs of the sport and active leisure sector [...].” Androulla Vassiliou, former EU Commissioner for European Commissioner for Education, Culture, Youth & Sport

“As Chair of the IOC Athletes Commission, I endorse the mission of EOSE. Indeed “facilitating and supporting 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 [...]” is a mission that all responsible in sport should support.” Claudia Bokel, Former-Chair of the IOC Athletes Commission

“At the end of the day, people need employment, recognition for their work and quality of life within well-defined structures and processes. In this context, the 7-step model is a valid tool [...] which may be easily exported to other regions of the world but also to other sectors [...]”. Dr Joachim James Calleja, Director of CEDEFOP
TESTIMONIAL FROM MEMBERS

Message from members to the Secretariat at the GA 2014:
“EOSE opens doors and gives/adds credibility to the member’s activities especially of the continuity in the strategy followed and the activities carried out.”

“EOSE is a vibrant, transparent and very innovative organisation and we have synergies we can develop together.

The added-value of EOSE is the transfer of knowledge between the good team of experts in different areas, people with various experience in the sector, which is valuable both for us as individuals but also for our organisations.

Nicos Kartakoulli, Vice President for Development at the University of Nicosia, Cyprus.

“Because I'm working in higher education, I had to deal with and quickly learn in the last years about the new phenomenon on Informal and Non-Formal Learning, validation, national qualification frameworks... And they all started to make sense to me after meeting EOSE and its sectoral approach six years ago. It brought me to a level of understanding where the workforce, paid or unpaid, is heading towards a better and more inclusive sport system. EOSE methodology and approach is a way for us to make the human resources in the sector better!” Judit Farkas, Senior Advisor and Grant Researcher at the University of Physical Education, Hungary.
SERVICES TO MEMBERS

- Help in developing projects (expertise in all the areas of project life cycle);

- A force of communication to capitalize on (position member organisation at European level);

- A source of information regarding the latest policies;

- A platform to facilitate the exchange of experiences and best practices.
WHY BECOME A MEMBER?

1. Get access to a wide network and database
2. Increase your legitimacy while being member of a recognised stakeholder at EU level
3. Receive the latest news from the sector and updates on EU policies
4. Benefit from a prime access to EOSE EU funded projects
5. Build upon EOSE recognised expertise in projects management
6. Get tailor-made information on potential EU funding
7. Contribute to the development of a structured approach to screen and anticipate the sector’s needs
8. Be involved in data collection and collaborative publication
9. Take part in the sector development and support our work
10. Contribute to shaping EOSE’s future while making your voice heard at the GA
MEMBERSHIP STRUCTURE & FEES

► CATEGORY 1: Observatories
  ► A non-for-profit and non-discriminatory organisation.
  ► Involved in studies and research on employment and qualifications in sport.
  ► Recognised as such by Public Authorities and/or Social Partners.
  ► 2017 fees = 500 euros, 3 votes at the GA

► CATEGORY 2: NEO Members
  ► Organisation must be willing to act as Correspondent in its country and to participate in European Projects.
  ► 2017 fees = 300 euros, 2 votes at the GA

► CATEGORY 3: Associate Members
  ► National Expert as individual
  ► Need to demonstrate through a letter some interests & expertise on sport education & employment, to be able to be a national point of contact.
  ► 2017 fees = 50 euros, 1 vote at the GA
AOB & CLOSURE OF THE EVENT