



***Sport qualifications in Europe: managing the expectations of national qualifications frameworks and international federations***

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**European Observatoire of Sport and Employment**

# European Observatoire of Sport and Employment (EOSE)

- ▶ Not-for-profit membership organisation
- ▶ Development of the sport industry in Europe
- ▶ Linking employment and education
- ▶ Develop competent workforce
- ▶ Translate and promote EU VET tools for the sector
- ▶ Partner of European Commission

# Sport sector at EU Level

- ▶ Funded skills projects
- ▶ European standards
- ▶ Sector qualifications frameworks
- ▶ ESCO
  - ▶ Sport and active leisure
    - ▶ Coaches, managers, athletes, outdoors, fitness
- ▶ European Sector Skills Council/ Alliance

# EU Expert Group

- ▶ The European Commission Sport Unit has set up expert groups to look at particular areas related to sports policy.
- ▶ EU Work Plan for Sport
- ▶ **Human Resources Management in Sport (qualifications and employment)**
- ▶ Inclusion of Sport Qualifications in NQF's and role of international federations

# Need for qualified workforce

- ▶ Member States and the sport movement recognise the need for more and better-qualified staff in the sport sector. There are many reasons for this growing demand for quantity and quality:
  - ▶ Increased participation
  - ▶ Support for elite sport
  - ▶ Social, educational and health benefits
  - ▶ Higher demands from the public – customer service,
  - ▶ On-going professionalization in sport requires higher standards.

# National Qualifications

## Recommendations of the Expert Group

- ▶ Sports qualifications should be brought within the scope of NQFs, and hence the EQF
- ▶ Transformation of the education system of the sport sector
  - ▶ learning outcomes,
  - ▶ making use of the same qualification level descriptors as the National Qualification Framework with a reference to EQF.

# NQF Country Progress

- ▶ **Finland.** Sport qualifications of coaches, trainers, instructors are completely and directly integrated in the National Qualification Framework
- ▶ **Denmark.** Sport qualifications of coaches, trainers, instructors are embedded in a separate sport qualification framework with a formalized link to NQF.
- ▶ **Cyprus.** Sport qualifications are not integrated in any Qualification Framework.

# Sector Qualifications Frameworks at the national level

## Italian Qualification Framework for Sport Coaches





# International Federations – Examples

## Athletics

- ▶ International Association of Athletics Federations (IAAF) - European Athletics (part of IAAF)

## Basketball

- ▶ International Basketball Federation (FIBA) - FIBA Europe

## Equestrian

- ▶ Fédération Equestre Internationale (FEI) - European Equestrian Federation (EEF)

## Gymnastics

- ▶ International Gymnastic Federations- European Union of Gymnastics

## Football

- ▶ Union of European Football Associations (UEFA)

## Golf

- ▶ PGAs of Europe

# International Federations

- ▶ European and international sport federations
- ▶ Normally international federation sets standards for professions – curriculum, assessment, entry
- ▶ Coaches, officials, others
- ▶ Not always enforced at national level, provide standards and template to national federations , particularly where no national qualifications
- ▶ Occasionally the international standard obligatory
- ▶ Often not based learning outcomes and don't refer to EQF
- ▶ Demand from professionals
- ▶ Job mobility

# International Federations

- ▶ The Expert Group identified that in at least 12 Member States the international sport federation standards are followed over national qualification standards.
- ▶ In some cases Member States also follow the international qualifications but at the same time manage to do so within the national qualification system.

# International Federations

- ▶ Challenge to match regulations and standards coming from national governments with those from international sport federations
- ▶ A process of double reference is needed which sometimes take time to overcome difference leading to an agreement.
- ▶ This is the case in some Member States for athletics, badminton, climbing, diving, fitness, gymnastics, handball, judo, rugby, skiing, tennis and tracking, and in 15 Member States for football.

# Recommendations and ways forward

- ▶ Encourage co-operation between international federations and those responsible for putting sport qualifications on national frameworks
- ▶ International sport qualifications acceptance at EU and national level
- ▶ Role of sport international qualifications frameworks
  - ▶ Respect the variation in the need for specific competences between countries and the specific country environment and context
  - ▶ Some competences developed at national level
  - ▶ Technical and tactical skills come from “owner” of sport - IF

# Latest work of Expert Group

- ▶ Mapping of the existing international qualification standards of international sport federations
  - ▶ Mapping exercise based on desk research and interviews within a sample of 16 international sport federations
    - ▶ The types of professional positions for which qualification standards exist
    - ▶ The set-up of progression and pathways
    - ▶ The content of the standards
    - ▶ The relationship with formal education

# Golf – PGAs of Europe



# Football qualifications in the UK





# Global standards for fitness industry

International Confederation for  
Registers of Exercise Professionals

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# Conclusion

- ▶ Foundations have been laid for increased co-operation and positive linkage between qualifications and standards of international federations and requirements of national qualifications systems.
- ▶ Focus at EU level
- ▶ Need for further dialogue and sharing good practice