

## DUAL CAREER DAY





### **DUAL CAREER DAY**

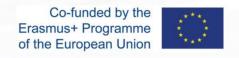
SUPPORTING ATHLETES TO FLOURISH IN SPORT, EDUCATION AND LIFE



## Presentation 1: WELCOME

PAUL WYLLEMAN
VRIJE UNIVERSITEIT BRUSSEL









## **PARTNERS**

### **DUAL CAREER DAY**



































Univerza v Ljubljani















## **PHASES**

### **DUAL CAREER DAY**







- End 2016: decision to take next step in research on dual career
- Beginning 2017: partnerships
- April 2017: 80 pages project proposal
- **July 2017:** confirmation awarding project with score 84/100
- January 2018: first meeting Liverpool









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- August 2018: second meeting and symposium in Odense









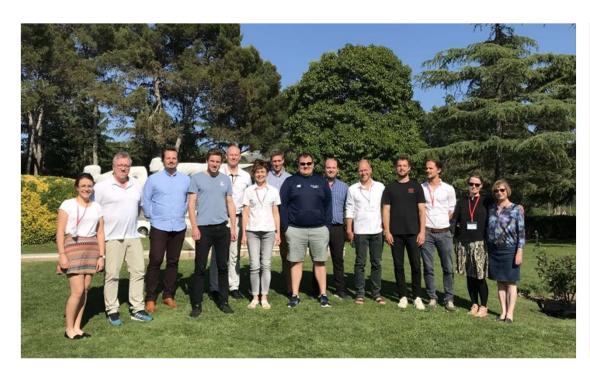




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- May 2019: third meeting and symposium in Barcelona













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- August 2018: second meeting and symposium in Odense
- May 2019: third meeting and symposium in Barcelona
- November 2019: final meeting and symposium in Brussels











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- July 2017: confirmation awarding project with score 84/100
- **January 2018:** first meeting Liverpool
- August 2018: second meeting and symposium in Odense
- May 2019: third meeting and symposium in Barcelona
- November 2019: final meeting and symposium in Brussels
- Beginning 2020: submission final report & documents.





## **DRIVING FORCES**

**DUAL CAREER DAY** 







- European Commission: dual career main topic
- Elite sport organizations: ensuring optimal support services athletes
- Research centers: developing models & tools
- Universities: increasing quality elite sport-related education
- Athletes & support staff.

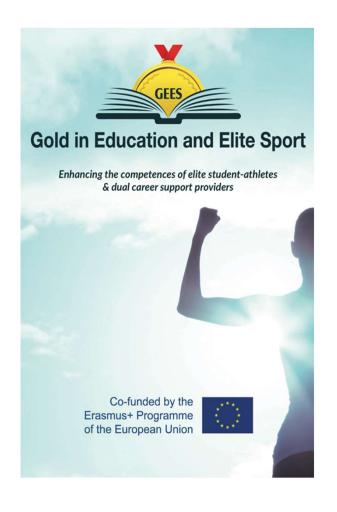




# DUAL CAREER PROJECTS

**DUAL CAREER DAY** 





## Identify & optimize athletes' and DC support providers' competencies

- 2 years (15-16)
- **9** EU Member States (Belgium, France, Italy, the Netherlands, Spain, Sweden, Slovenia, Poland, UK)
- **17** partners (research and/or elite sport institutions)
- 40 international dual career researchers & expert practitioners
- 4196 athletes and 524 DC support providers
- www.gees.online





































## Optimize the employability and employment of active and former elite athletes in three specific career stages

- **2** years (Jan 17 Dec 18)
- **6** EU Member States (Belgium, Germany, Italy, Spain, Slovenia, Sweden)
- **13** partners (6 research, 7 elite sport)
- **14** experts (sport, career support, employment, project management)
- 1498 athletes, 169 career support providers and 65 employers
- www.bwiser.eu



Co-funded by the Erasmus+ Programme

of the European Union











Research partners















**Sport partners** 



















**Experts** 





## Assist professional footballers in making the transition to the post-athletic career

- 2,5 years (Jan 2018 June 2020)
- **9** countries (Belgium, Cyprus, France, Finland, Greece, Ireland, Denmark, Sweden, the UK)
- 10 partners
- 35 Player Development Managers; > 5.000 players contacted
- www.fifpro.org/en/projects/mind-the-gap























## Develop and evaluate training modules for dual career support providers

- 4 countries (Belgium, the Netherlands, Spain, Sweden)
- **1**-year project (Jun 17 Jun 18)









## How should athletes be supported before, during and after athletic retirement?

- 1-year project (Jun 19 Jun 20)
- Moving from an athlete-centered needs analysis to practical guidelines for career support stakeholders.









- 7 countries (UK, Belgium, Denmark, Finland, Spain, Sweden, Slovenia)
- **2** years (Jan 18 Dec 19)
- 348 DC athletes & 379 DC DC stakeholders
- www.dualcareers.eu



























# Brussels Capital of Europe Capital of Dual Career

**DUAL CAREER DAY** 







## **RESULTS**

### **DUAL CAREER DAY**







- Empirical data
- Direct input from the dual career environment (e.g. athletes, coaches, directors, educators, parents, policy makers)
- Evidence-based recommendations
- Tools for DC organizations & support providers.





## **DUAL CAREER DAY**

INTERNATIONAL CONFERENCE ON OPTIMIZING AHTLETES'
COMBINATION OF ELITE SPORT & EDUCATION

**DUAL CAREER DAY** 



- 09.20 09.40 **Dual Career in Flanders** Kristel Taelman, Sport Vlaanderen
- 09.40 10.00 Student-athletes' dual career at the Vrije Universiteit Brussel dr. Koen De Brandt, Vrije Universiteit Brussel

### **ECOLOGY OF DUAL CAREER (ECO-DC)**

- 10.00 10.15 Ecology of Dual Career (ECO-DC): Project Outline dr. Rob Morris, Liverpool John Moores University, UK
- 10.15 10.50 Dual Career Development Environments in Europe: Taxonomy and Criteria for Effectiveness dr. Emily Cartigny, Liverpool John Moores University, UK

Reflections from research & practice (1) • Colin Allen, Talented Athlete Scholarship Sheme (TASS), UK, & dr. Saša Cecić Erpič, Ljubljana University, Slovenia

10.50 - 11.15 Coffee & snacks

- Shifting the attention from the individual to the environment: A holistic ecological approach to athletes' dual career dr. Louise Storm, Southern Denmark University
- 11.30 12.10 In the spotlight! Case study of a successful Flemish Dual Career
   Environment: Gymnastics dra. Sofie Smismans, Vrije Universiteit Brussel,
   & Dominique Verlent, Gymfed, Belgium

Cross-case analysis: Ten essential features of a dual career development environment • drs. Lukas Linnér, Halmstad University, Sweden

Reflections from research & practice (2) • dr. Tatiana Ryba, University of Jyväskylä, Finland, & Jens Bundgaard, Team Denmark

**The Dual Career Development Environment Monitoring Tool ●** dr.

Miquel Torregrossa, Universitat Autonoma de Barcelona, & dr. Andreas Küttel,

Southern Denmark University

Reflections from research & practice (3) • Kent Lindahl, Swedish Sports Confederation, & dr. Natalia Stambulova, Halmstad University, Sweden

12.40 – 13.45 Lunch

13.45 – 14.00 5' walk to Building F

### PARALLEL WORKSHOPS (3 x 50'), BUILDING F

14.00 – 17.00 Exploring the Dual Career Landscape: What are the challenges for your DC environment?

What makes your DC environment effective? Working with two evidence-based models



Assessing ten essential features of your dual career environment: the Dual Career Development Environment Monitoring Tool in practice



17.00 – 17.05 5' walk to Building I

**17.05 – 18.30 Cocktail reception** 







### **DUAL CAREER DAY**

SUPPORTING ATHLETES TO FLOURISH IN SPORT, EDUCATION AND LIFE



# **Presentation 2: Dual Careers in Flanders**

**Kristel Taelman Sport Vlaanderen** 





## DUAL CAREER SUPPORT FLANDERS





### TEAM 'DUAL CAREER'

### **@SPORT VLAANDEREN**

HEAD OF DEP. 'ELITE SPORT': Tom Coeckelberghs





#### **DUAL CAREER SUPPORT PROVIDERS**





Sofie Hendrickx Carrièrebegeleider Topsport & Studie +32 495 28 05 15



Kristel Taelman Carrièrebegeleider Topsport +32 477 68 52 06



Hetty Boons Carrièrebegeleider Topsport & Studie +32 485 00 10 28



Tommy Verlinde Prestatie Manager +32 491 99 61 73





### DUAL CAREER INITIATIVES AND ENVIRONMENTS IN FLANDERS







**COACH EDUCATION** 



**DUAL CAREER SUPPORT** 



**TOPSPORTSCHOOLS** 



+ elite sport federations





**PROFPARCOURS** 

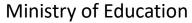


CAREER COACHING





+ 6 career centers





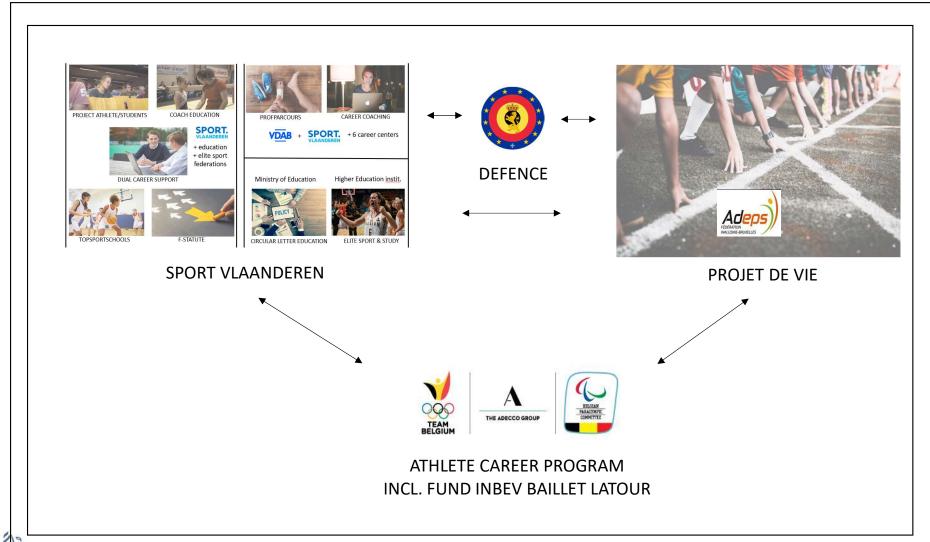
**CIRCULAR LETTER EDUCATION** 

Higher Education instit.



**ELITE SPORT & STUDY** 

### CAREER SUPPORT IN BELGIUM



European Commission (Erasmus+, Guidelines on DC,...) European Olympic Committees

International Olympic Committee





## CIRCULAR LETTER EDUCATION

**AGE** 

7y-18y



#### **GOAL**

To give school directors the autonomy to admit absences for athletes to participate at tournaments and sport camps.

#### **IMPLEMENTATION**

- regulated by a decision of the Flemish government (education).
- concrete roadmap for pupils (and their stakeholders) who are in this situation.

#### **FACTS & FIGURES**

No monitoring.







## **ELITE SPORT & STUDY**

AGE

18y-...

#### **GOAL**

To facilitate the combination of elite sport and higher education.

#### **IMPLEMENTATION**

- Every (Brussels/)Flemish institute for higher education provides a 'Topsport statute'
- There is a different policy in each institute for higher education in Flanders.
- The facilities differ a lot:
  - Exams
  - Absences
  - Internships
  - ..

In 2020 the project 'Optimisation of Elite Sport & Study' will be launched by Sport Vlaanderen to improve the services in the institutions and to make the possibilities more transparent.

#### **FACTS & FIGURES**

Average number of student/athletes with a statute:

- Universities: average 680/AJ
- Colleges: average 490/AJ



**Gold in Education and Elite Sport** 









### F-STATUTE

**AGE** 

12y-18y

#### **GOAL**

To make it possible to combine secondary education and high level sport while living at home and training in a high quality environment.

#### **IMPLEMENTATION**

Allocated by sports federations when

- official educational plans are available
- There is a learning environment which provides at least the same quality as a topsportschool.
- an unrealistic distance between a topsportschool and the residence of the pupil/athlete or the fact that the pupil choses a field of study that is not organised by a topsportschool.

#### **FACTS & FIGURES**

School year: 2019-2020: 26 pupil/athletes have a F-statute in Flanders Sports federations who provide F-statutes: tennis, triathlon and soccer.









## **TOPSPORTSCHOOLS**

AGE 7y-18y

#### **GOAL**

To provide the posibillity to develop in a qualitative way as a pupil and as a talented athlete via an adapted educational organisation and via a professional sports program and support.

## IMPLEMENTATION 6 topsportschools

7 topsportschool locations

16 sports federations are active in one of the topsportschools

1 coordinator per topsportschool

#### FACTS & FIGURES (2018)

A-statute: 90-130 1/2 days of absence: 182 pupil/athletes B-statute: 40 1/2 days of absence: 395 pupil/athletes

Talent (7-12y): 10 1/2 days of absence: 86 pupil/athletes

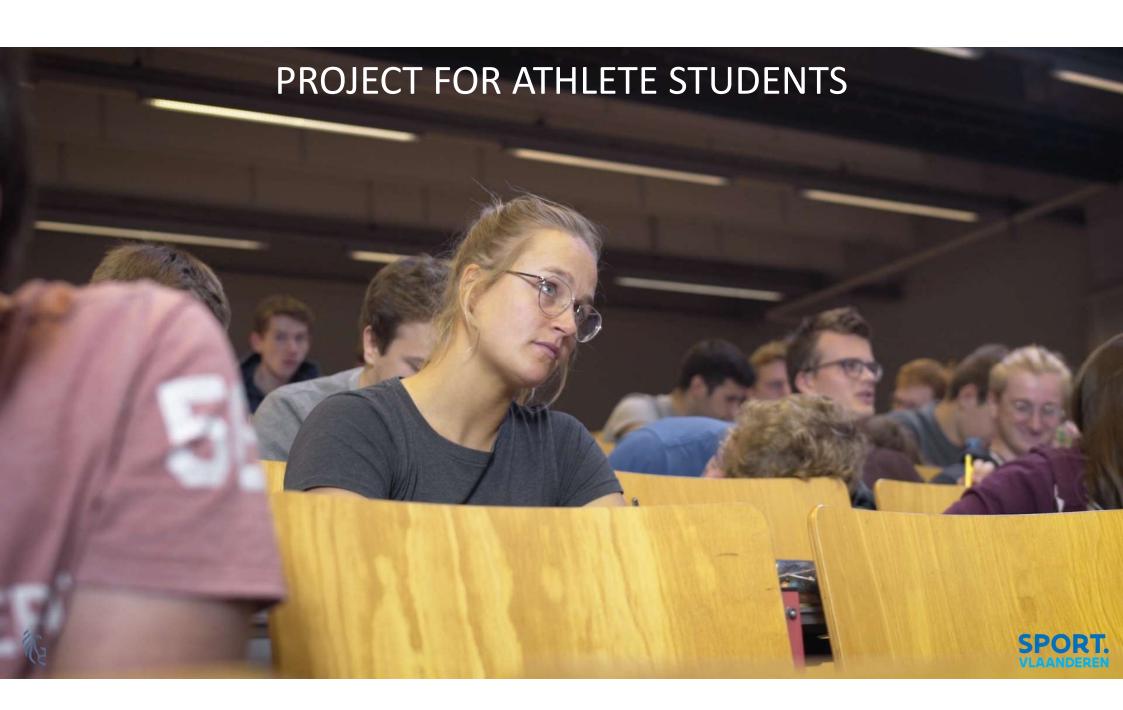












## PROJECT ATHLETE/STUDENTS

**AGE** 

18y-...

#### **GOAL**

To facilitate the combination of elite sport and study for student/athletes at the highest sports level (at least top 8 European level or top 12 world level).

#### **IMPLEMENTATION**

Financial support for the student/athlete via remuneration (<21y) or via working contract (>21y). Financial support for the universities and colleges where these athletes study (nominative).

#### **FACTS & FIGURES**

AJ 2019-2020: **40** student/athletes:

- Financial support Higher Education Institution + working contract (0,8FTE): 11
- Financial support Higher Education Institution + financial support study of athlete/student: 17
- Financial support Higher Education Institution: 12

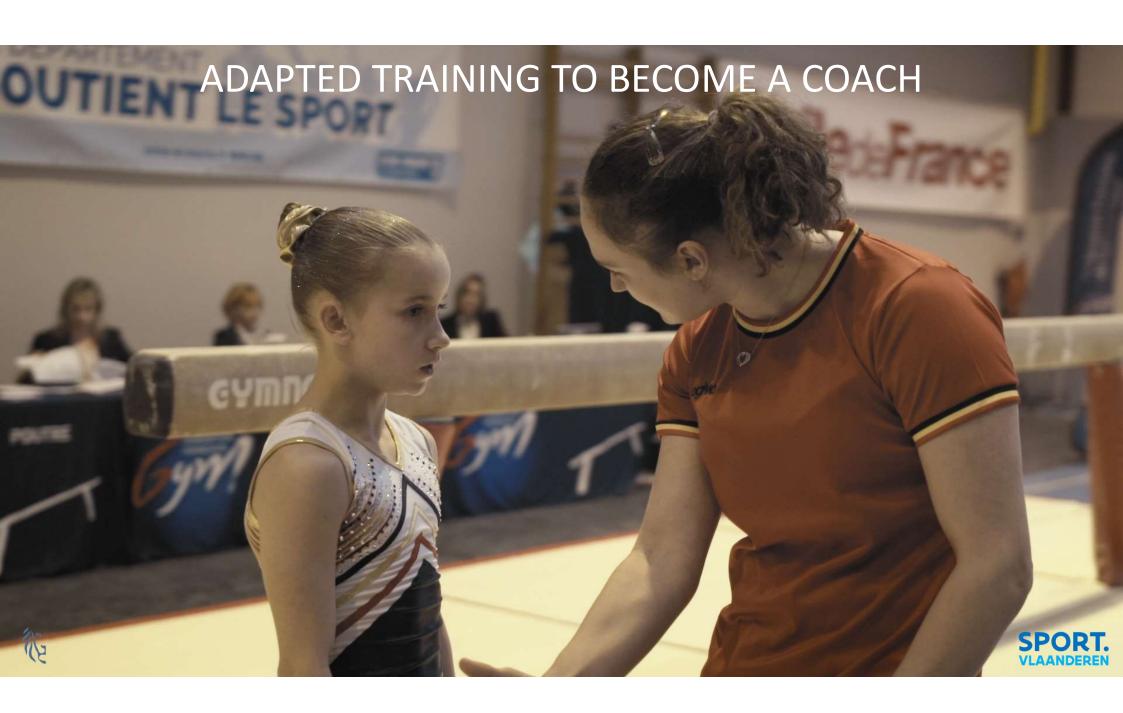




SPORT. + 6 career centers







### TRAINING TO BECOME A COACH

**AGE** 

18y-...

#### **GOAL**

To provide an adapted training for (former) elite athletes who have the ambition to become a coach.

#### **IMPLEMENTATION**

- Sports federations with a clear vision regarding this adapted trajectory.
- takes in account the competencies that are acquired by doing sport at the highest level
- courses and exams are flexible in time

# Gold in Education and Elite Sport

SPORT.

#### **FACTS & FIGURES**

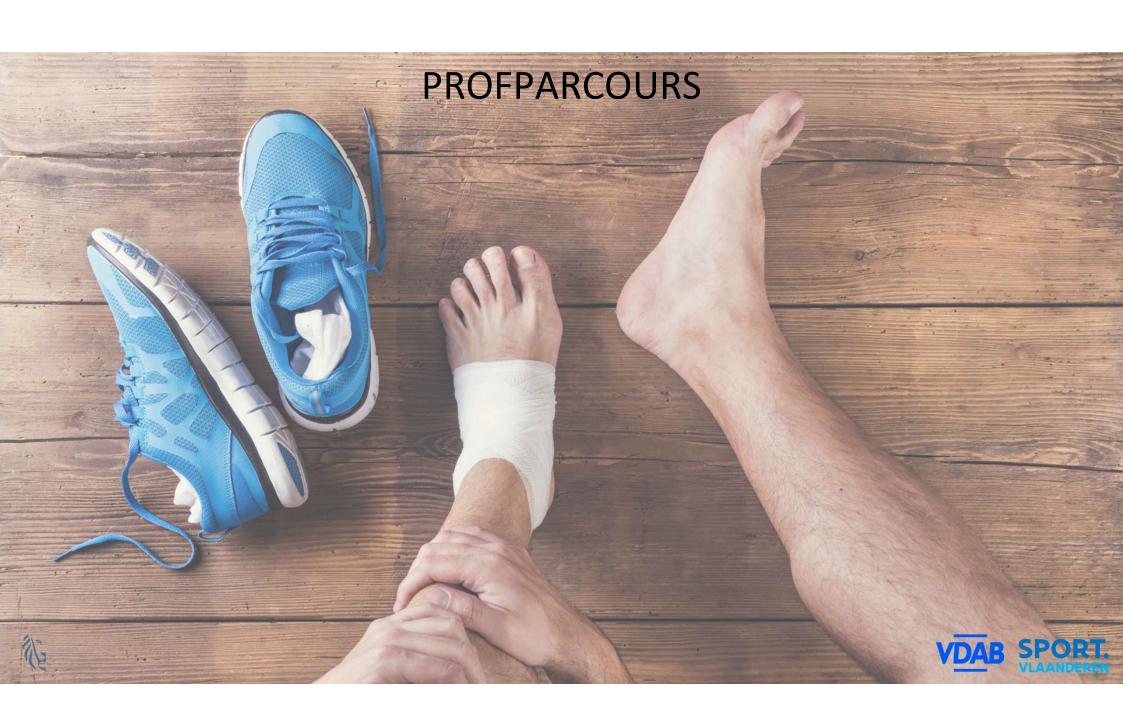
9 sports federations provide, in cooperation with the 'Vlaamse Trainersschool', these adapted trajectories: gymnastics, cycling, soccer, volleyball, track and field, swimming, tennis, basketball and rowing.

It resulted in 92 qualifications.





SPORT. + 6 career centers



### **PROFPARCOURS**

**AGE** 

18y-...

#### **GOAL**

To provide the opportunity to develop towards a professional athlete. Next to the sports program these athletes focus on their personal development through a self chosen training which will be usefull during or after their career as an athlete.

#### **IMPLEMENTATION**

- VDAB-project for athletes with an unemployed statute
- Exempted of applying for work.
- Gets unemployment benefits under certain conditions.
- 1 year (+ 1 year extention)
- Coach regarding personal development (PDP, competence profile, ... ) and administration.
- Sports program, approved and followed-up by the sports federation.

#### **FACTS & FIGURES**

Since 2017 34 elite athletes were part of this project





SPORT. + 6 career center





## CAREER COACHING

**AGE** 

18y-...

#### **GOAL**

To provide professional coaching for a large group of elite athletes to prepare for life after sport. This coaching trajectory can be launched during or after their sport career.

#### **IMPLEMENTATION**

- 8h of individual coaching at 1 of 6 career centers that were selected and trained to coach elite athletes
- The coaching is flexible and can take place in Brussels and Flanders
- Restriction: the athete has to be based in Brussels or in Flanders
- No cost for athletes

#### **FACTS & FIGURES**

- Since 2017: 0,5 FTE consultant
- 37 (former) elite athletes
- 15 sports federations

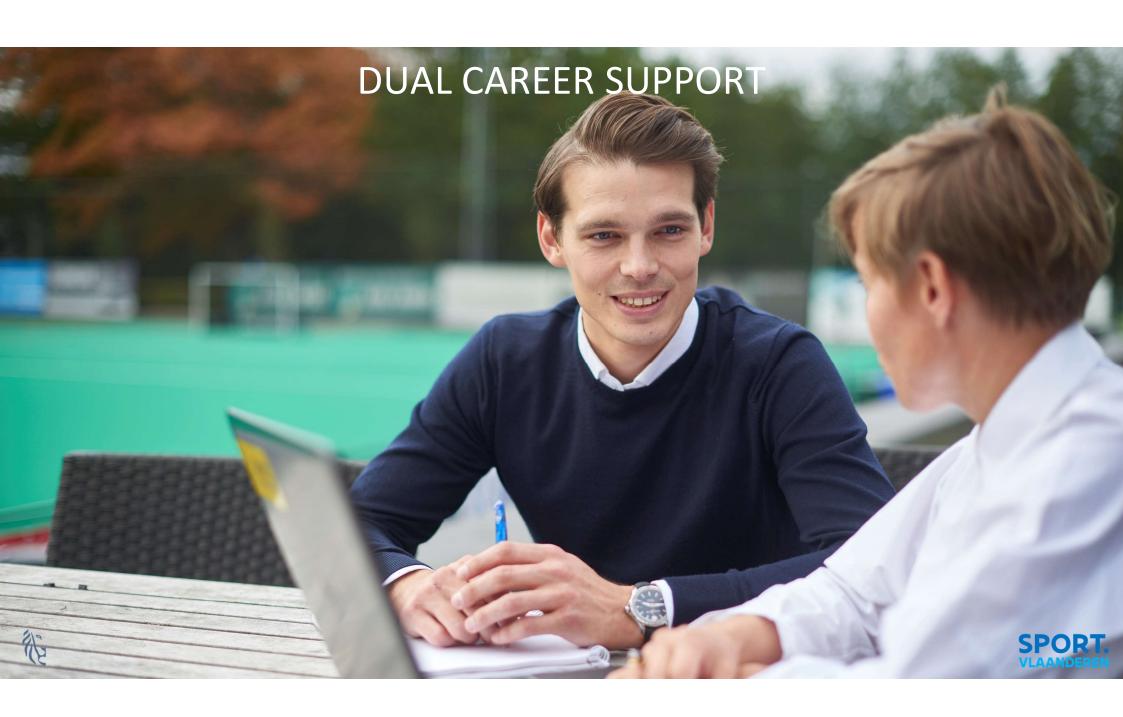








Gold in Education and Elite Sport



## **DUAL CAREER SUPPORT**

**AGE** 

16y-...

#### **GOAL**

To develop policy, structures, procedures and support to improve the dual career of elite athletes and to anticipate the post-athletic career.

#### **IMPLEMENTATION**

- 1 contact point in Flanders regarding DC
- Information and sensibilisation (ex. In Topsportschools)
- Partnership with a wide range of partners (schools, universities, sports federations, career centers,...)

• ..

#### **FACTS AND FIGURES**

Individual trajectories with student athletes: 64
Individual advice for pupils or student athletes: 49

Individual trajectories to anticipate/prepare the post-athlete career: 6









### **DUAL CAREER DAY**

SUPPORTING ATHLETES TO FLOURISH IN SPORT, EDUCATION AND LIFE

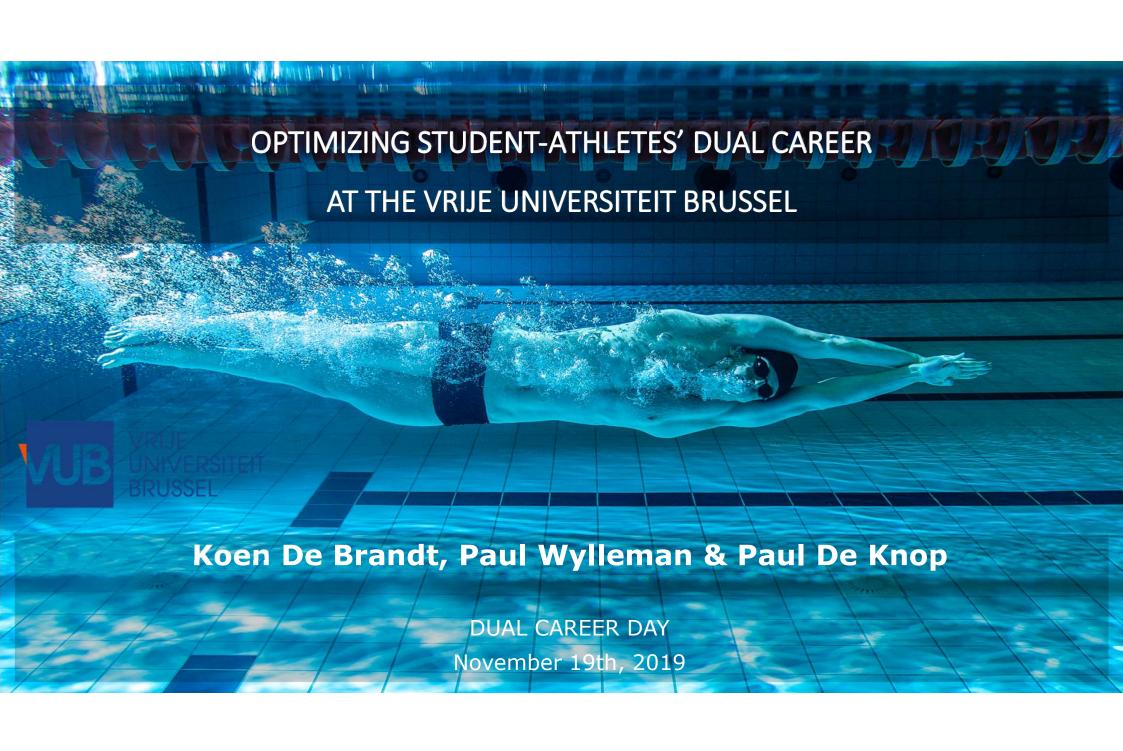


## Presentation 3: Studentathletes' dual career at VUB

Koen de Brandt VRIJE UNIVERSITEIT BRUSSEL







### **AIMS**

- Explain the organisation of and support provided by our DC dpt. 'Topsport & Studie' (Elite Sport & Study)
- Highlight the tools used to monitor student-athletes and the effectiveness of our services on a holistic level
- Show how research informs our DC practices





## The Flemish 'Elite Sport and Higher Education' Landscape

- Decentralised organisation
  - club-based system
  - o no high-level university sport
- Specific arrangements to facilitate the combination
  - flexibilities, individualized study trajectories
- Absence of a legal DC framework at Flemish HE level: policy, management and support for student-athletes varies between educational institutions (De Brandt, Wylleman & De Knop, 2015)





## 2 out of 92 trained at the university



## Elite Sport and Higher Education at VUB



Dienst Topsport en Studie Central dpt. Elite Sport and Study

■ Since 1988: **31** years

 1st Belgian university with a department for student-athletes

## 2013 - present







We aim to provide

## **MAXIMUM FLEXIBILITY**

in order that student-athletes
can optimally develop
within their own elite sport environment.







### **ACADEMIC**

- Individualized Study Trajectories
  - o close collab with study counsellors
- Study & exam flexibilities
  - o absence, alternative tasks & dates
- Individual study route for elite student-athletes in Sport & Movement Sciences
  - Bachelor: 51/180 credits
  - Master: 3 credits



### **ACADEMIC**



### **EU Guidelines for Dual Career of Athletes**

"The *Elite Sport Specific Career Planning* programme enables elite athletes not only to avoid the possible physical overload and injuries related to courses requiring a high physical effort, but also teaches them how to apply the theoretical knowledge and applied skills acquired in the courses of their Sport & Movement Sc. programme (e.g., sport psychology, biomechanics, anatomy, management) to the analysis, evaluation and continued development of their own dual career.

This way, elite athletes prepare for a post-athletic career as a coach, sport manager, PE teacher or fitness & health expert, but also actively use the acquired competencies to optimise their own DC while at university." (European Commission, 2012)



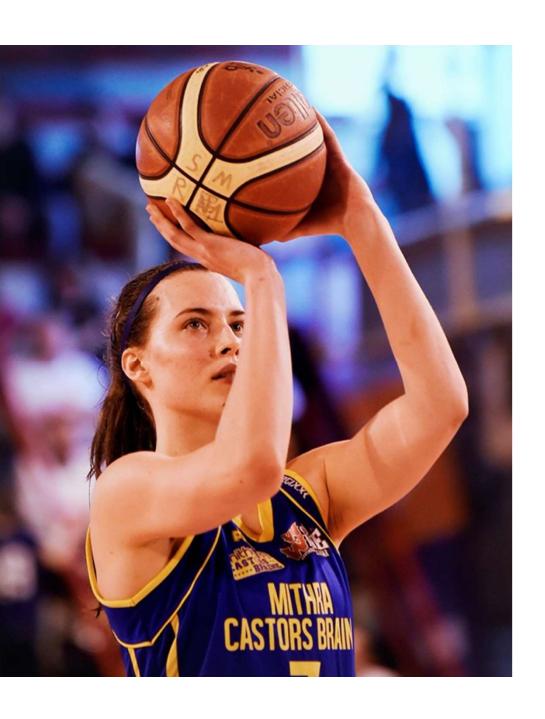
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### **SPORT**

- Access to experts
  - onhysical & mental performance





### **LOGISTIC**

- Student housing
- Sport infrastructure

### **PERFORMANCE - LIFESTYLE**

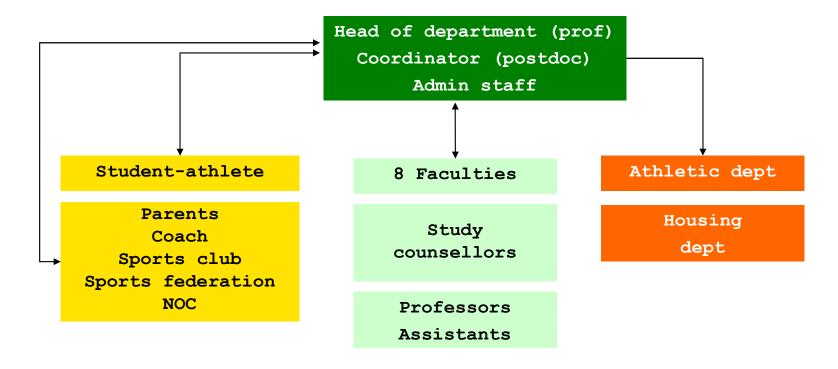
Dual Career Competency Training (workshops/ tools)



- Dual Career Management
- Emotional awareness
- Career Planning
- Social Intelligence & Adaptability

→ RESEARCH-BASED!

## Organisation Topsport & Studie



✓ Academic head of dept / coordinator

- ✓ Part of central exam regulations
  - ✓ Approve → Disapprove
- ✓ Part of 'ReFlex' students ('REasonable FLEXibility' in provision of study support)
- ✓ During first year: strong involvement of parents and sports

## Initiatives for student-athletes

Graduation ceremony



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- Graduation ceremony
- Olympic Cocktails
- Celebrations & lectures



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- Information days for candidate studentathletes



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- Involvement in symposia / workshops
- Ambassador functions
- Engagement of students on campus



#### Conferences on Dual Career



8/12/2016



12/12/2018



19/11/2019



# SUCCESS

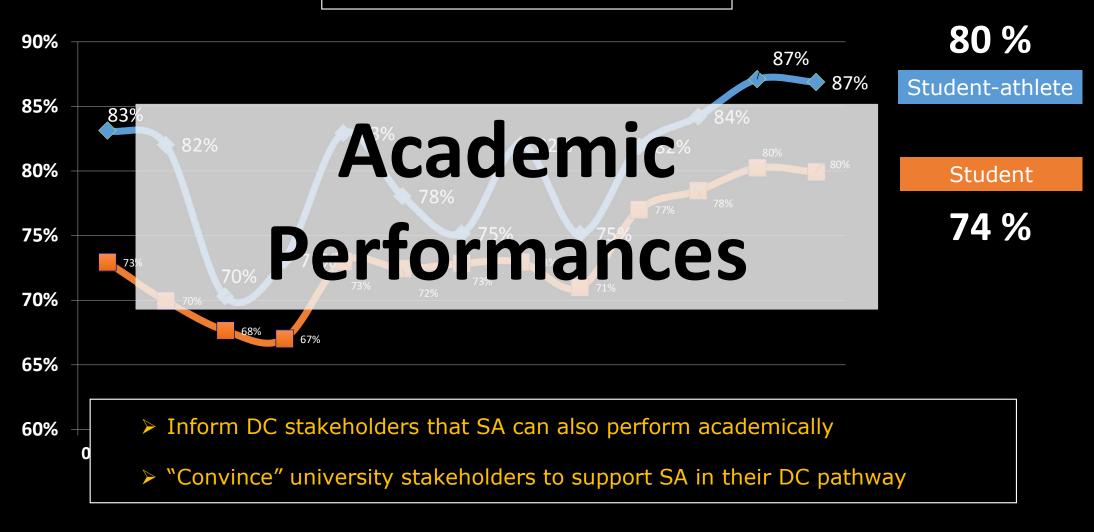
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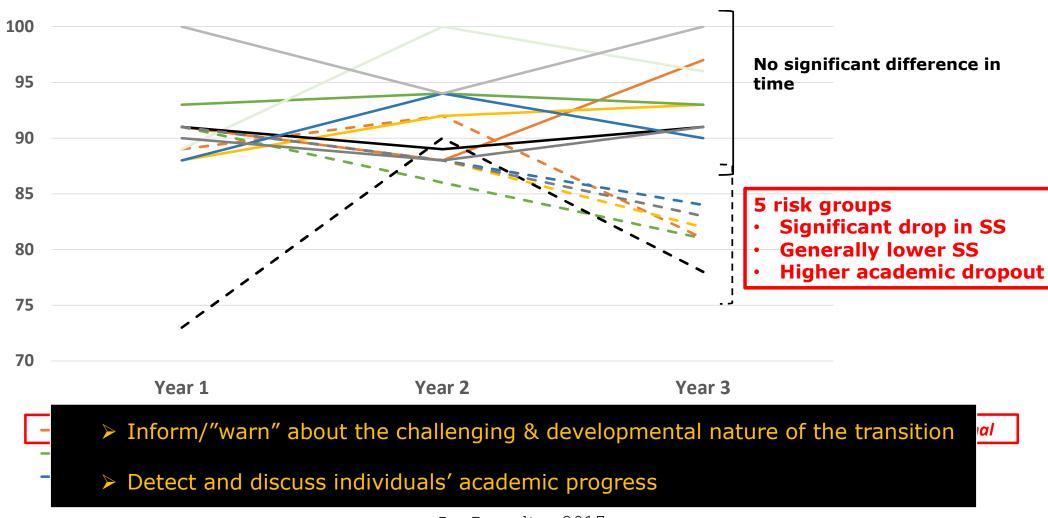


- We don't count medals / performances
- > Show stakeholders that strong athletic performances during and after a DC are possible

Study success = <u>credits acquired</u> credits taken



# Academic periormances within the student-atmete population



De Brandt, 2017

## DC Dropout & Retention

|                  | Year 1–2 |          | Year 2–3 |          | Year 1-3 |          |
|------------------|----------|----------|----------|----------|----------|----------|
|                  | n        | Column % | n        | Column % | n        | Column % |
| Starters         | 111      | 100%     | 92       | 100%     | 111      | 100%     |
| DC Retention     | 92       | 83%      | 74       | 80%      | 74       | 67%      |
| DC Dropout       | 19       | 17%      | 18       | 20%      | 37       | 33%      |
| Sport dropout    | 5        | (5%)     | 10       | (11%)    | 15       | (13%)    |
| Academic dropout | 14       | (12%)    | 8        | (9%)     | 22       | (20%)    |

> Inform/"warn" about the challenging & developmental nature of the transition

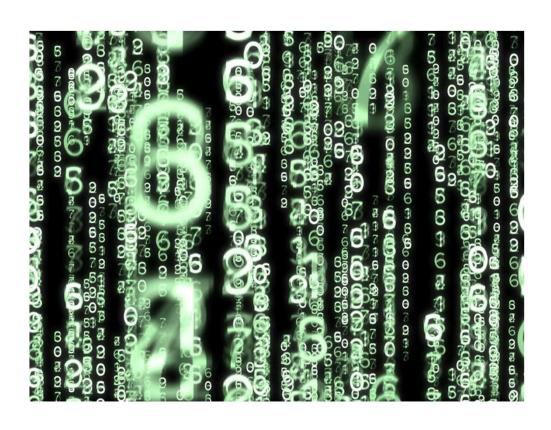
# **Maximum Flexibility**



| Academic year 17-18     | n   | % approved |
|-------------------------|-----|------------|
| Study flexibilities     | 196 | 98%        |
| Exam flexibilities      | 69  | 100%       |
| Number of courses       | 127 |            |
| Teaching staff involved | 163 |            |

- ➤ Show stakeholders that we fulfill our mission/core business
- ➤ We are a flexible DCDE

# Student-athletes' perceptions





#### www.DualCareerTools.com



IOME MY REPORTS KOEN DE BRANDT ▼

#### MAKE YOUR CHOICE AND START THE ASSESSMENT

# SPORT WITH EDUCATION

I am a student-athlete and want to discover my competencies required for a successful combination of elite sport and studies

Take the test

#### I PROVIDE SUPPORT TO STUDENT-ATHLETES

I am a dual career support provider and want to discover my competencies required for providing quality support to student-athletes

Take the test

# I AM PREPARING/MAKING THE TRANSITION FROM ELITE SPORT TO THE JOB MARKET

I am an active or former elite athlete and want to discover my competencies required for optimizing my employability

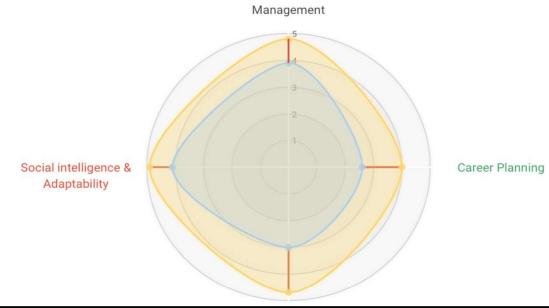
Take the test

**Dual Career** 

#### YOUR DUAL CAREER COMPETENCY PROFILE

#### DIAGRAM

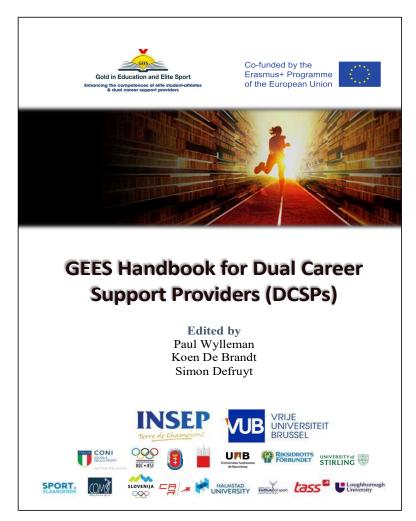




- > Engage in a conversation about their competencies
  - 2x / year; beginning of each semester
- Workshop strategy

## Evidence-based workshops





www.gees.online

Please rate how satisfied you were during the past two months about these different life domains.

holistic monitoring



> Engage in a conversation about their multi-level challenges

respondents









Prof. dr. Paul Wylleman



Dr. Koen De Brandt





SPORT PSYCHOLOGY & MENTAL SUPPORT **RESEARCH GROUP** 

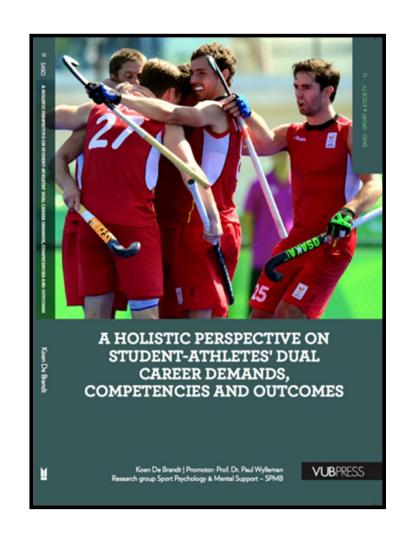


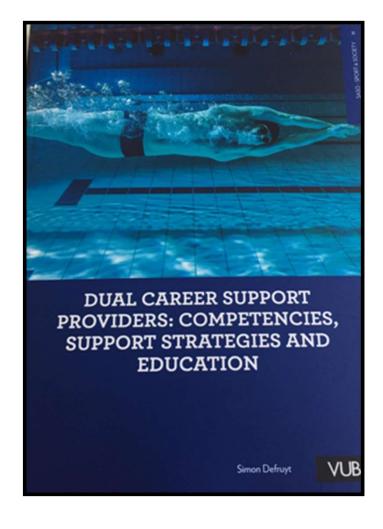
Dra. Sofie Smismans





#### PhD Theses on Dual Career





### **Dual Career Projects**























## Key references

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