

Qualifications and the labour market in sport and active leisure sector

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Welcome

- **Introduction to EOSE**
- **The specificity of the sport sector**
- **Relationship between qualifications and labour market needs**
- **Obstacles (in Europe) and challenges**

BACKGROUND

- The European Observatoire of Sport and Employment (EOSE)
- Created in 1994 as an association of all national sport observatories
- 2002: registration in France as a not-for-profit association
- Head Office in Lyon (France)

PRESENTING EOSE

MISSION & OBJECTIVES

- Scope = the whole Sport and Active Leisure sector
- Goals
 - to serve as a source of knowledge and a strategic facilitator to support the development of the sector (employment, standards, VET etc)
 - to promote a dialogue and a strong link between employment, education and training at the national and EU level
 - to develop a strong network and ensure that the sector can present itself at the EU level
 - to have a better understanding of the real needs of the labour market and also the changes affecting that market.

THE SPORT SECTOR

REALITIES

Strong presence
of volunteers

Young
professional
sector

Short careers
and job-splitting

Sport
Federations

Many different
sub-sectors

Large range of
qualifications

Regulated by law?

Different
organisations

Low level of
dialogue

REALITIES

Main sport Sector profiles:

- **Part-time employees with qualifications obtained through a sport federation**
- **Self-employed seasonal workers in the outdoor activity sub-sector**
- **Employees of fitness centers**

Qualifications

- From vocational training systems
- From sports federations
- From universities

Outside NQF...

Tableau descriptif des certifications pour l'encadrement de la voile : enseignement / entraînement (with number of ECVET & ECTS)

EQF - Scolarité	 FRA	 ESP	 ITA	 POR	 POL
8 – Bac + 8	Doctorat (univ)	Doctorado en Ciencias del Deporte (univ)	Dottorato di ricerca (univ)		Doctorat (univ)
7 – Bac + 5	Master « Voile » 120 BEES 3 Voile	Master en Ciencias del Deporte 120	Laurea Specialistica 120 Istruttore 4 50	Treinador grau IV (coordination) 114	Memoire (univ)
6 – Bac + 3	Licence « Voile » 180 BEES 2 Voile DES JEPS 60 Entraîneur FFVoile	Grado en Ciencias del Deporte 180 Tecnico Deportivo superior en vela 63	Laurea Scienza motorie 180 Istruttore 3 20	Treinador grau III (coaching high level) 69	Licence en eps et Entraîneur Voile ou bien Moniteur du Sport Voile (+ option Planche a Voile)
5 – Bac + 2	DE JEPS 60	Tecnico Deportivo en vela nivel2 30 Entrenador (RFEV)	Istruttore 2 Derive – Tavole a Vela – Altura – kite surf 20	Treinador grau II (coaching competitors) 44	Entraîneur Voile IIth Degre
4 - Baccalauréat Bachillerato Maturità Diplôme ensino secundario	BEES 1 Voile BP JEPS 60 Assistant Moniteur Voile (CPNEF-FFVoile) 22 34 Moniteur FFVoile 22 34	Tecnico Deportivo en vela nivel 1 25 30 Monitor de perfeccionamiento (RFEV)	Istruttore 1 Derive – Tavole a Vela – Altura – kite surf 10	Treinador grau IV (Initiation) (Ins. of sports) 30	
3 - Fin de scolarité obligatoire FRA, ESP : 16 ans ITA, POR, POL : 18 ans		Monitor de iniciacion (RFEV)		Instructor (II)	Moniteur du Sport Voile (+ option Planche a Voile) Moniteur Voile Loisir (+ option Planche a Voile) Moniteur Jeune Voile Loisir
2	Fond rouge : Fond bleu : Fond vert : Fond orange : Brevet no more delivered diplôme délivré par le mouvement sportif (fédérations...) diplôme délivré par les ministères sportifs ou équivalents (ECVET) diplôme délivré par l'éducation (enseignement public et privé) diplôme délivré par l'université (ECTS) Nb d'ECVET /EQF proposés par la FFVoile (non validés par la CNP)				
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LABOUR MARKET

- The labour market access is based on internal networks (past and present practitioners) with closed systems
- Young people with short-term jobs
- A low salary for the majority of employees (except in professional sport)
- Very little size of the companies

Different relationships qualification-labour market

- Regulated by law (level state and regions...)
with specific qualifications (less than 8 countries)
(directive 2005-36...)**
- Open labour market**
- Collective agreement between employers based
on competence framework**

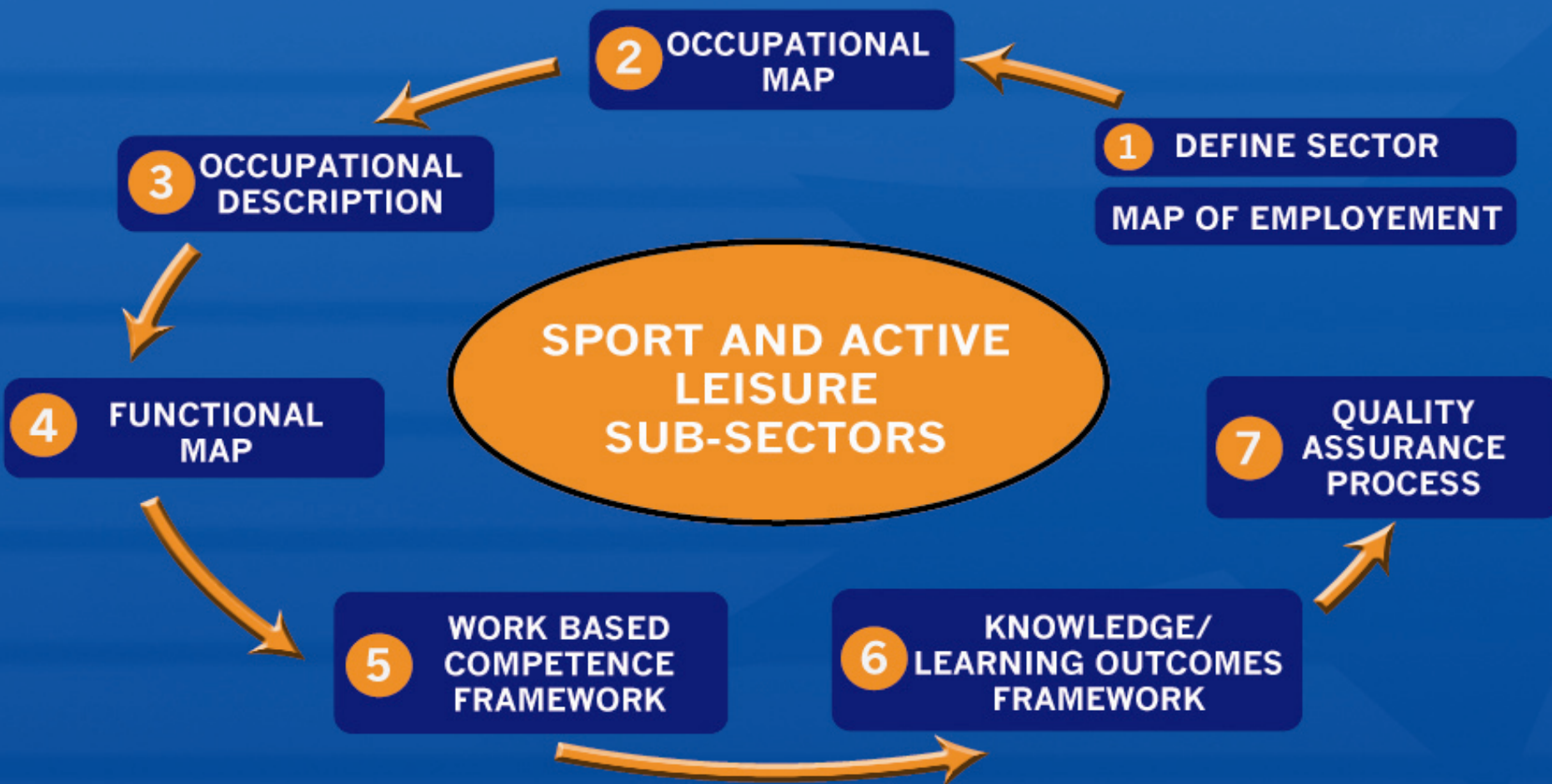
Main obstacles and barriers

- **Large diversity of sport qualifications
(different sports and their sub sectors)**
- **No correspondance between appellations
and activities in Europe**
- **Lack of communication and clarity between
stakeholders**
- **Diversity of the qualifications and regulation
systems**

Main challenges

- Developing EQF
- Developing a common method to improve the relationship between labour market needs, qualifications and vocational training
- Improve relationship between the sport sector and the different authorities

Methodology in 7 steps



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