

THE EUROPEAN OBSERVATOIRE OF SPORT AND EMPLOYMENT - EOSE LEAFLET -

Background

⇒ The European Observatoire of Sports and Employment (EOSE) was initiated in 1994 within the European Network of Sport Sciences in Higher Education (ENSSHE) renamed ENSSEE, The European Network for Sport Science Education and Employment.

EOSE responds to the fact that it was becoming more and more important for the sport policy makers, the sport and active leisure industry and the training organisations in each European country to have a better understanding of the real needs of the labour markets related to sport, and specifically the changes affecting that market related to the European Qualification and Credit Framework and the training related to workers within the sector.

What is EOSE?

⇒ The *European Observatoire of Sport and Employment* (EOSE) is an independent European organisation, a not-for-profit association registered in France since 2002, acting at the European level with the goal to serve as a knowledge and strategy provider on global development, employment and vocational education and training in the sport and sport related sectors in Europe. This European network is composed of national and regional observatories, public or non for profit, which are involved in several areas such as sport development, sport employment, sport systems, competences, qualifications and vocational education and training (VET).

It comprises National and Regional organisations who have agreed to work towards the establishment of a common European research approach to the sports employment and development. It retains strong ties with ENSSEE and has strong relations with other European organisations involved in sport and employment issues.

The scope of EOSE is understood to cover Sport and Active Leisure including the Outdoor and Fitness sectors. The activity responds to the necessity for the sport policy makers, the sport industry and the training providers of each European country to have a better understanding of the real needs of the labour market related to sport and sport related and also changes affecting this market.

The major statutory objective of EOSE is to promote a dialogue and a strong link between employment, education and training at the national and European level between all major stakeholders of the Sport and Active Leisure sector such as public authorities, non for profit organisations, sport movement, VET providers, social partners, research organisations and other European networks involved in the field of education and training. Indeed, the aim is to develop a strong network between the main stakeholders of the sector and ensure that the Sport sector can present itself at the European level in a coherent way in contributing actively to the economic and growth development of the European Union. To this end EOSE is the facilitator for the European Sports Workforce Development Alliance (ESWDA).

What are the objectives of EOSE?

⇒ To be the European umbrella organisation within the scope of sport employment that can:

- Provide a central focus for data collected and disseminated on sport employment in Europe.
- Provide a mechanism that links European databases of employment based on the recently approved nomenclatures.
- Provide statistical analysis on the enterprises and occupations in the sport and sport related sector across Europe.

- Develop comparative and qualitative studies of sport and sport related organisations involved in the employment of sports professionals (i.e. fitness centres, mountain guides companies).
- Provide a structure that enables the development of European skills forecasting mechanisms identifying trends, changes and skill gaps in the job market.
- Develop an occupational map and guidance to occupational opportunities.
- Provide expert guidance, tools and mechanisms to the appropriate competent authorities in each country that will enable them to establish National Observatoires.

What is the scope, experience and expertise of EOSE?

⇒ The main area of activities of the *European Observatoire of Sport and Employment* (EOSE) is the sport and sport related sectors in Europe and more precisely all dimensions related to its global development, the labour market, the sport systems, the questions of employment, competences, qualifications and VET. Since several years, EOSE has been involved in many European projects & activities and the corresponding specific areas of experience and expertise of EOSE can be described as follows:

- Developing methodologies and tools aiming to compare, collect, analyse and disseminate qualitative and quantitative data in relation with sport activity, sport employment, training and qualification in the sport and sport related sector across Europe including a prospective approach.
- Promoting and facilitating exchanges and harmonisation of design, methods of data collection and data treatment, between the stakeholders involved in the field of sport development, employment and training analysis at national and regional level in E.U. countries.
- Delivering knowledge, expertise and studies in the matter of development, employment and qualification thus matching the needs of public authorities, social partners, VET providers operating in the sport sector.
- Strengthening, with the support of members' organisations, the dissemination of the results of its activity toward public authorities, social partners, the sport movement, education and training organisations.
- Providing expert guidance, tools and mechanisms to the appropriate competent authorities in each country to help them to establish and develop some national or regional Observatoires.

How does EOSE Work?

⇒ The “*European Observatoire of Sport and Employment*” (EOSE) is a membership organisation which is composed of an Executive Board of a minimum of 4 persons (President, Vice-President, Secretary General and Treasurer), a Management Board of 4 persons with projects management and research background which is lead by a European Projects Director, and a permanent Secretariat of 1 person. The permanent Secretariat of EOSE has been established during the year 2007 in Lyon, France.

The whole activity of EOSE is strongly supported and based on a large European Network composed of the membership of the organisation and also the Alliance.

The membership of EOSE is constituted of 5 different categories of members fully recognised into the activities of the organisation which are “*Full Members*”, “*Provisional Members*”, “*NEO Members*”, “*Associate Members*” and “*Honorary Member*”:

- **Category 1: Full Members** – National or Regional Observatoires fully established.

4 criteria:

- *To be representative of regional or national Observatoires within the European geographical and political borders.*
 - *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: Provisional Members** = National or Regional Members with Provisional Observatoire Status. Candidate organisation can apply for provisional status if they meet one or more of the criteria.
 - **Category 3: 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 4: Associate Members** = National Experts as individual invited to take this role.
- **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.

The size of the membership C1, C2 and C3 composed of national and regional associations is as follows: *Category 1 = 10 members; Category 2 = 7 members; Category 3 = 9 members.* That represents a total of 26 members from 17 different EU countries.

The “**European Sport Workforce Development Alliance**” (ESWDA) known as the Alliance has been initiated by EOSE to bring together the major European network organisations working in the sport sector to share and discuss issues around the development of the European Sport Workforce.

The stakeholders active in this strategic committee coordinated by EOSE are the European Association of Sport Employers (EASE), the European Olympic Committee (EOC), The European Non Governmental Sports Organisation (ENGSO), UNI-EUROPA, the European Network of Sport Science, Education and Employment (ENSSEE), the European Health and Fitness Association (EHFA) and the EU-Sports Office. The mission of this alliance is to provide a mechanism to coordinate the development of the European sport’s workforce to ensure a workforce with the right skills at the right time in the right place and develop an active relationship with the EU Commission and the major decision makers of the sector.

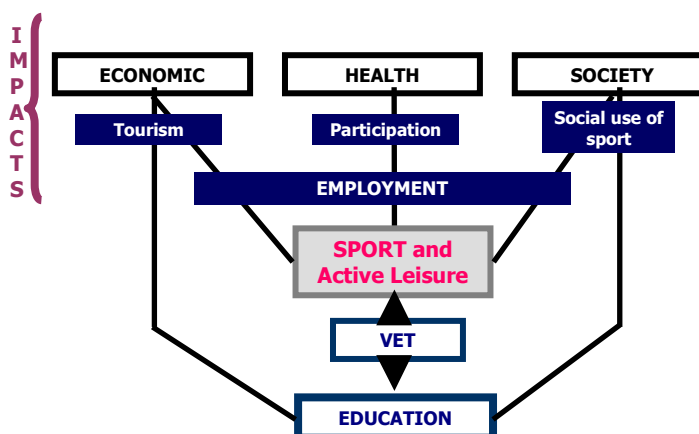
The Alliance is fully part and involved in the EOSE consultation process and give the opportunity to discuss needs, future development and opportunities of the sectors but also to disseminate main information and latest news to the networks of the European organisations part of the group.

What is the EOSE work programme 2008?

⇒ The EOSE’s work programme 2008 and its activities contribute to the development and implementation of policy and actions of Community cooperation in the field of education and training by looking to develop a strategy for Life Long Learning in the sports sector in support of the elements of the European Sport White Paper published by the European Commission in July 2007 especially related to Vocational Qualifications, EQF and ECVET and the goal of supporting the mobility of workers across Europe within a quality assurance framework of occupational standards, vocational training and qualifications developed and supported by social partners within the Sport and Active Leisure sector and endorsed by the relevant National Authorities.

The White Paper has presented a new opportunity for EOSE and the Sport sector to continue the work undertaken insofar as this paper encourages and highlights the importance of our main areas of interest which are Vocational Education and Training (VET), Social Dialogue and Health and Physical Activity.

The diagram below illustrates the contribution sport makes to society and it is clear to see that Education and Training play a major role in this development. Whether we are talking about elite level sport, welcoming visitors to a country or using a given sport to engage disadvantaged groups, the skills of those employed in the sector are a central feature if sport is to fulfil its potential. EOSE and the Alliance believe that recognition of the varying role of the sector, along with the underlying theme of workforce development warrants specific attention.



In the light of this diagram, the first main objective of our activities will be to support and coordinate the development and the implementation of an integrated methodology for VET (EQF and ECVET) across the whole sport sector and sub-sectors. Indeed, the importance of developing and giving recognition to a transparent VET system for Sport has been acknowledged by the commission in a number of ways. Initially, 'Sport' was chosen as one of three sectors (along with Car Manufacturing and Information and Computer Technology) to pilot the implementation of the new European Qualifications framework (EQF); indicating the Commission's recognition of the importance and growth of the industry across its member states.

This resulted in the onset of three Leonardo funded projects to develop a detailed picture of the current VET systems across Fitness (www.ehfa.eu), the Outdoors (www.eqfoa.eu) and Sport (www.eose.org), with a view to validating and aligning qualifications to the EQF through the development of common European standards. The initial fitness project (Eurofit-qst) was completed in 2006 and a second project, ECVET Fitness has begun early 2007. The goal was to develop and implement a European credit system for qualifications within the EQF framework in the fitness sector which maps to the emerging ECVET structure proposed by the European Commission. The specific aims of the project are to ensure that the credit system developed for Health and Fitness fits within the agreed framework and has synergy with the rest of SPORT; then to develop a vocational credit system compatible with ECTS and the EQF for training programmes within the Sport and Active Leisure sector at the European level; and to supplement this with a quality assurance plan related to the training programme verification system and Europe wide professional register, developed in the Eurofit-qst project, within partner countries compatible with the emerging Common Quality Assurance Framework.

All the activities listed above will support the development of a Life Long Learning strategy for sport and going forward, EOSE short terms objectives will further support the policy and actions of community cooperation as they will inform and disseminate progress achieved and activity undertaken in the field of Education and Training in the sport sector and to now start working with the European Commission and stakeholders to finalise and coordinate the implementation of a coherent and common qualification and standards methodology for the whole sector. The Outdoors are now following the same route as fitness and EOSE has a crucial role to play to ensure that the other sub-sectors are aware of this methodology and to encourage them to follow the same methodology to ensure the use of transparent framework and as result a qualified and competent staff. The sector is leading the way in contributing to the development of the emerging European model for VET. In the future it will also be an opportunity for the sport sector to extend and share that methodology to other sectors but this will not be the priority for 2008. We will start in the second part of the year 2008 the dissemination to the wider sport sector of the proposed common methodology for VET in Europe and of course EOSE will support and encourage the transfer of this integrated methodology to sub-sectors to ensure a qualified and competent staff for the sector. Following the development of that common and transparent methodology for VET and the development of these European standards (Occupational Maps, job descriptions, functional maps, competence frameworks and Learning Outcomes frameworks) using EQF and ECVET against the common methodology, the strategic goal of EOSE that will start late 2008 and on which we will focus in 2009 will be to explore the feasibility to become the responsible body for maintaining and revising EU occupational Standards in sport and active leisure. This will include exchange and debate with sub-sectors such as fitness, outdoors, coaching, management...

The next step of that work will be to encourage and support the development and establishment of European Registers of professionals - as initiated by EHFA - the entry requirements will be based on the EU Standards developed and described above. EOSE will have to play this role of coordinator in the implementation of that VET process.

**For further information, visit our website at www.eose.org
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