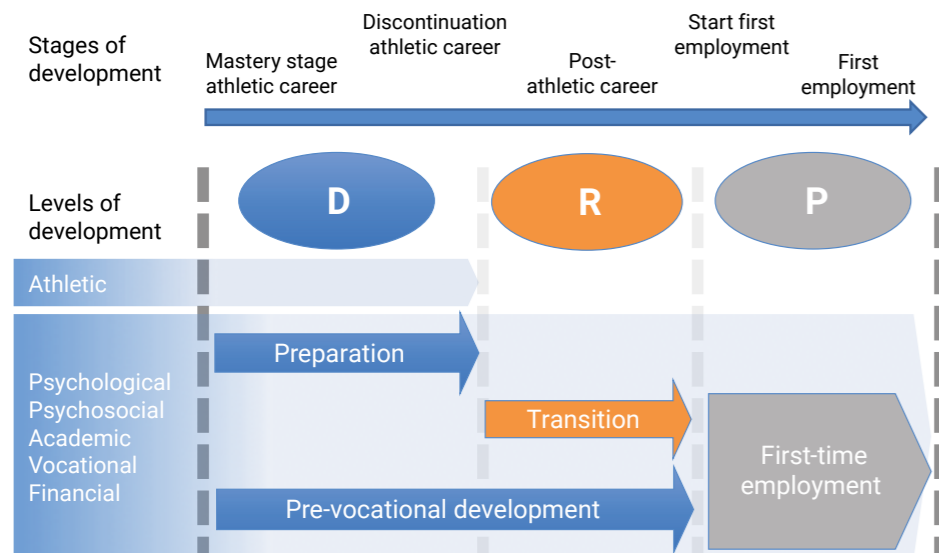


## AIMS

B-WISER aims at **optimizing the employability and employment** of athletes in **three specific career stages**:

- when they are active in elite sport (**D-phase**)
- when they have retired from elite sport and prepare for a first-time employment (**R-phase**)
- when they are employed in their post-athletic career (**P-phase**)



## B-WISER ADDRESSES THESE AIMS BY:

- 1) identifying the **current status of 'elite sport and employment' support services** for active and former elite athletes in Europe
- 2) identifying the **competencies** active and retired athletes require to optimize their employability
- 3) identifying how active and retired athletes can create **added value for employers**
- 4) developing and/or enhancing **evidence-based tools and practices** to optimize athletes' employability

## MORE INFORMATION

[www.bwiser.eu](http://www.bwiser.eu)
[info@bwiser.eu](mailto:info@bwiser.eu)
[@Bwiser\\_DC](https://twitter.com/Bwiser_DC)

Erasmus+ online library: <http://ec.europa.eu/programmes/erasmus-plus/projects/>

## B-WISER CONSORTIUM

**50 INTERNATIONALLY RENOWNED DUAL CAREER EXPERTS**

**6 EU MEMBER STATES**

**13 RESEARCH AND/OR ELITE SPORT ORGANISATIONS**

- 6 Universities
- 4 National Olympic committees
- National Paralympic committee
- Sport governing body
- High Performance Center

**14 INTERNATIONAL EXPERTS**

- Elite sport
- Career support
- Employment and HR
- Project management



**BE A WINNER IN ELITE SPORT  
AND EMPLOYMENT BEFORE AND  
AFTER ATHLETIC RETIREMENT**



Co-funded by the  
Erasmus+ Programme  
of the European Union



## KEY RESULTS

### 1. CURRENT STATUS OF 'ELITE SPORT AND EMPLOYMENT' SUPPORT SERVICES

**169 stakeholders in career support** completed an online survey on their practices, roles, challenges and effectiveness measures related to 'elite sport and employment'

- 62% elite sport organisations
- 25% employers and employment agencies
- 13% educational institutions

#### PRACTICES

European stakeholders have a lot of good practices in place, such as strong cooperation networks, job placement support, coaching services, and flexible working conditions.

#### CHALLENGES

Stakeholders lack awareness about the options and importance of proactive retirement planning guided by qualified career counsellors.

#### MEASURES

Effectiveness and efficiency measures for career support services are rarely in place and need to be further established.

#### FOCUS

Stakeholders' focus on support depends on the career stages:

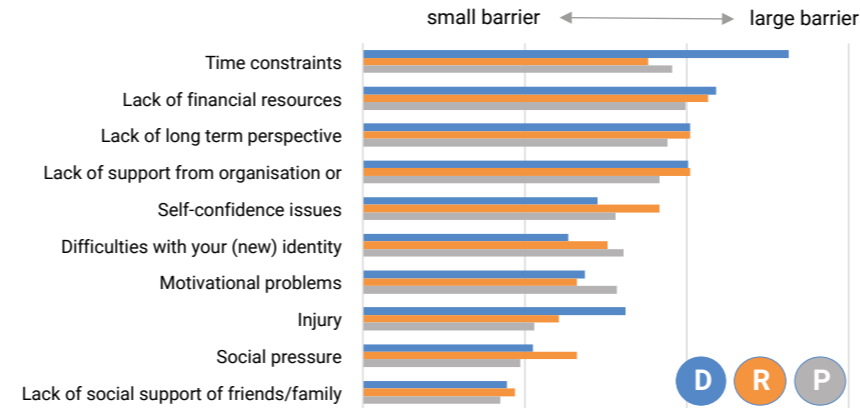
- D-phase: support with planning & time management, job exploration
- R-phase: support with coping with a new identity, active job search
- P-phase: support with adaptation to a new environment

### 2. COMPETENCIES REQUIRED BY ATHLETES TO OPTIMIZE EMPLOYABILITY

**954 active and retired elite athletes** completed an online survey on the barriers they face and the competencies they require to optimize their employability.

The Athletes' Competency Questionnaire for Employability (ACQE) identified:

1| The **barriers** athletes face in preparing for first-time employment or in securing sustainable employment:



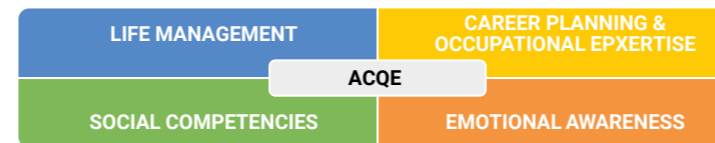
2| Active and retired athletes' **perceived possession of 31 competencies\*** required to optimize their employability:

- Generic competency profiles
- Career-stage specific competency profiles (DRP)
- Other specific competency profiles (e.g. gender, sport, education)

3| The competencies where athletes perceive a **competitive advantage** (in comparison with employees without an elite sport background):

- Ability to be goal-oriented
- Self-discipline to manage the demands of different life domains
- Ability to cope with stress effectively

4| A competency framework that structures active and retired athletes' competencies in **four competency areas**:



\* The complete ACQE competency list is available on [www.bwiser.eu/downloads/](http://www.bwiser.eu/downloads/)

### 3. EMPLOYERS' PERSPECTIVE ON HIRING ATHLETES

**36 employers** were questioned in 4 focus groups and 6 face-to-face interviews regarding the reasons why they (do not) hire athletes and ways to maximize athletes' added value.

WHY EMPLOYERS HIRE ATHLETES ✓	WHY EMPLOYERS DO NOT HIRE ATHLETES ✗
Affinity with sport	Need for flexible arrangements
Facilitates cooperation with sport organisations	Lack of key competencies
Set of strong competencies	Occupational delay
Commercial purposes	Legal frameworks
	Sport is priority
	Possibility of injury

The results suggest ways to maximize athletes' added value and open up new prospects for improved career support services.

### 4. EVIDENCE-BASED TOOLS TO OPTIMIZE ATHLETES' EMPLOYABILITY

A toolbox for career counselors with **10 evidence-based tools** was developed based on the needs of athletes and employers expressed in the first three work packages. The tools aim to **increase athletes' awareness** about their competencies and **enhance the matching with employers**.

PHASE	TOOL
WHERE AM I?	Holistic Athletic Career Model
WHO AM I?	ACQE Competency Profiling
WHERE DO I WANT TO GO?	Life Wheel Career Compass Holistic Goal Setting Motivational Interviewing
HOW DO I GET THERE?	Competitive Advantage GROW Coaching Methodology Five-Step Career Planning
TAKE ACTION!	Speed networking

The toolbox will be published in February 2019 on [www.bwiser.eu](http://www.bwiser.eu)

