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## **Olympic Committees for Dual Career**

Pilot Implementation Report



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### WHAT IS OCDC?

OCDC stands for "Olympic Committees for Dual Career", and it is an Erasmus+ funded project created to promote dual career knowledge and understanding among athletes competing in Olympic sports and among National Sport Federations. A Dual Career in sport allows elite athletes to further their education and prepare for future employment while being active. A dual career is a bridge between the world of sport and professional life after its end. A bridge that combines two goals - fulfilment in the field of sporting achievements and caring for professional future. Combining the world of elite sport and the professional and academic world daily is a difficult task, and hence, it is necessary to provide support for athletes.

Hence, OCDC was born from the will of the participating Olympic committees to improve the opportunities of national athletes to balance elite sports and education, and to prepare for a career after they become retired. In order to achieve that, this project aims to listen to athletes' needs and preferences and elaborate institutional support systems that help athletes be able to access and balance a Dual Career.

### **OBJECTIVES**

The main goals of the OCDC project are:

- 1. Supporting dual career of athletes
- 2. Supporting digital innovation in sports (using digital tools for learning).

For that, five specific objectives have been put in place, which define the outcomes to be developed by the project.

 Understanding of the Dual Career issues and needs of Junior and Senior athletes in Olympic sports in 5 countries – based on research. Analysis of good practices in addressing those needs in the 5 researched countries.



- Pilot implementation of Single Points of Contact on Dual Career in 5 NOCs and 5 National Sport Federations.
- 3. Creating roadmap for NOCs and NSFs to implement Single Points of Contact on Dual Career in a form of Handbook.
- Rising awareness of Junior and Senior Athletes on the Dual Career importance during different stages of elite sport career by participation in Massive Open Online Courses (MOOCs).

### **ACTIONS**

In order to achieve the project's objectives, different actions are undertaken, related to research, design and testing. Project actions are the key steps necessary to the completion of the five specific objectives and the delivery of the planned outcomes for the project: its research report, the implementation of Single Point of Contact, the Handbook for Olympic Committees and Federations and the Massive Open Online courses for athletes. This report describes the implementation of the Single Point of Contact in partner National Olympic Committees, the impact and reach that it has had, specific matters that were addressed by the SCP and remarks of the responsible person on the implementation of the initiative.



Figure 1. OCDC project actions.



### CONSORTIUM



#### **Polish Olympic Committee**

The Polish Olympic Committee (POC) is an autonomous, nationwide association of sports associations and organizations based in Warsaw, established on October 12, 1919 as the Committee for Polish Participation in the Olympic Games. It deals with the full organization of the participation of the Polish National Team in the Olympic Games - appointment, reporting and ensuring participation. It disseminates Olympic ideas, principles and values, cares for the development of qualified sport, promotes sport for all, fights doping, spreads the idea of fair play and conducts Olympic education.

#### **Hellenic Olympic Committee**

Elliniki Olympiaki Epitropi or The Hellenic Olympic Committee (HOC) was founded in Athens, November 24th, 1894. Its mission is to oversee and act to ensure the development, promotion and safeguarding of the Olympic Movement, the spirit of fair play and out-of-school physical activity, in accordance with the principles of the Olympic Ideal and the traditions of the Hellenic sport. The HOC's role is: To supervise the Olympic Sports and cooperate with the State as well as with the public and private bodies for the promotion of healthy sport policies.



#### **Turkish Olympic Committee**



Turkish Olympic Committee (TOC), established in 1908, is an autonomous, non-profit and nongovernmental organization made up of volunteers, working for the benefit of society. TOC is the national constituent of the worldwide Olympic Movement in Türkiye. As such, its mission – as outlined in the Olympic Charter – is to develop, promote and protect the Olympic Movement in Türkiye. TOC promotes the basic principles and values of Olympism as well as ethical and moral standards in sport to all and contributing to mutual understanding and friendship among nations for peaceful coexistence.



#### **Slovenian Olympic Committee**

Olympic Committee of Slovenia–Association of Sports Federations (OCS-ASF) is umbrellaing nongovernmental sport organization in Slovenia. Its mission is to create a better country through sport and the Olympic movement. It is not only connected to the elite sport, but also to sport for all with high awareness on the importance of sport at the local level. The OCS-ASF was established in 1991 when Slovenia became an independent country. The OCS-ASF has, to date, 170 members – including national and local sports federations and other sport associations in Slovenia.





#### **Lithuanian Olympic Committee**

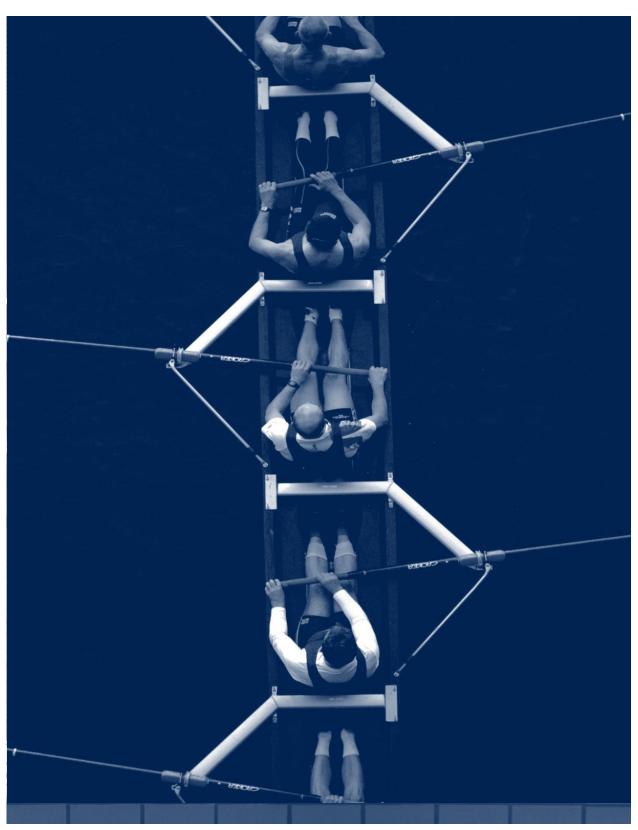
The National Olympic Committee of Lithuania (Lietuvos tautinis olimpinis komitetas, LNOC) is an independent organisation that participates in the world Olympic movement. The LNOC actively participates in the preparation of Lithuanian athletes for the Olympic Games and supports the development of Olympic sports programmes in Lithuania. According to specific criteria, the LNOC also offers support to Olympic sport federations (36) and recognized (3) sport federations. Federations whose members win Olympic medals are offered further support, and financial support for various other sport programmes is offered as well.

#### The European Network for Innovation and Knowledge

The European Network for Innovation and Knowledge (EUNIK) is a Foundation based in the Netherlands but working internationally. EUNIK has been formed by higher education and R&D experts, with more than 15 years' experience working in the international field. The team at EUNIK has broad experience working at governmental, business, NGOs and Universities, which gives a perspective of how to approach the different goals and ways of working in those environments. With expertise in e-learning, digital change management and sport, the organization brings value to the projects it is involved in both in national and international scale.











### WHAT IS THE SINGLE POINT OF CONTACT?

The Single Point of Contact will be a representative of the sport organisation –whether it is the National Olympic Committee or a sport federation-, a single person which athletes can identify, recognise and go to for support and counselling on the topic of dual career.

The implementation of a Single Point of Contact in partner national Olympic Committees and National Sport Federations of partner countries is one of the key developments of Work Package 3. The implementation of Single Points of Contact in tis project has a three distinct but interlinked objectives:

- 1. To provide workshops, training and support for athletes in the topic of dual career and engage in conversations about athletes' needs.
- 2. To build a network of people responsible for dual career assistance in Olympic committees and sport federations.
- 3. To recognise a successful path for the replication of Single Points of Contact in other countries.

### PILOTING AND REPORTING

The SCP was implemented in the following partner countries: Poland, Greece, Turke, Lithuania and Slovenia. The implementation started at the beginning of 2023, with the exception of the Lithuanian Olympic Committee, which started by the end of 2022, and all submitted a report in September 2023 detailing the activities performed, the number of athletes reached and other substantial information. All partners were provided with a template to standardise reporting of the process and facilitate the compilation of information of the pilot at international level.

In the next section, the pilot period of each SCP implemented are presented in a short summary report reported by the SCP themselves, detailing their first-hand experience in the position.





### **Polish Olympic Committee**

Date of report	06.09.2023	
Date of beginning of operations	01.01.2023	
Name of SPC	Iwona Marcinkiewicz	
Number of athletes contacted	120-130	
Areas Covered	Psychological support, education and counseling,	
	employment & employment opportunities	

#### PROFILE OF THE SCP

Three - time Olympian, bronze medalist in Archery in the team event at the Games of the XXVI Olympiad in Atlanta 1996 and individual European Champion in Brussels 2004.

Employee of the Polish Olympic Committee. Currently manager in the International Relations and Sport Projects Department. Involved in the preparation of participation of the Polish Team in the Olympic Games and other Olympic events (YOG, EYOF etc.). During several years of job was responsible for the organization and implementation of many educational projects and Olympic events (especially for children and young athletes) promoting sport, healthy lifestyle, and the Olympic Movement. Also co-author of many articles and publications on sports topics published by the Polish Olympic Committee.

#### **ACTIVITIES PERFORMED**

- Individual conversations with athletes who have ended their sports careers and are facing problems finding their way in the labour market and in everyday life outside sport (20 athletes, February - August),
- Conversations at a workshop for Olympians held at the Polish Olympic Committee (15 athletes, 29-30 March 2023).
- Conversations with the coach of the Olympic team of archers starting the qualification for the Olympic Games Paris 2024 (April).
- Meetings and consultations with the psychologist of the national junior modern pentathlon team (May-June).



- Conversations with coaches and athletes of the Polish National Team for the 3rd European
   Games Krakow Malopolska 2023 (35 people, 22-28 June 2023).
- Conversations with coaches and athletes of the Polish National Team for the 17th European Youth Olympic Festival Maribor 2023 (50 people, 23-29 July 2023).

The aim of these activities was to raise awareness of the importance of dual careers among athletes and coaches and to offer assistance in terms of referrals to courses, contact with HR specialists, obtaining an individual course of study to balance training and studies and motivation to continue in sport.

#### PROMOTION ACTIVITIES PERFORMED

- Website for the programme
- Information shared on social media.
- Conversations with fellow athletes, coaches and sport event organizers from different sports and regions of the country.

#### **RESOURCES NEEDED**

Improving knowledge of HR, labor market, psychological research and the possibility of combining training with study and work.

#### **OUTCOMES OF THE SPC ACTIVITIES**

The result of the activities is an increased awareness of the importance of dual careers among athletes, coaches, and sports activists. Participants at the meetings found the information on HR advice, training, and support opportunities very helpful and would like to continue cooperation. They believe that with the right support from sports organisations and the SPC, it is possible to combine training and learning and successfully plan a career after the end of a sports career.



#### **ISSUES FACED**

High-performance athletes in Poland have little support for a dual career and finding a balance between training and studying is often very difficult. The Polish Olympic Committee, sports federations, sports clubs, and coaches try to support, but there are no structural solutions. More support from the sports ministry would be much appreciated. A career counsellor or even a whole team that should deal with this is very much needed. In my country, athlete have so far not had the opportunity to receive such counselling and have a fear of coming forward and asking for help. Many of the top athletes feel the fear of ending their sporting career and lack knowledge of the labour market, at the same time they do not want to admit it. As an SPC, I have had to encourage them to talk rather than waiting for them to contact me.

#### **FUTURE ACTIVITIES**

I think that the SPC in the future should work closely with sports organisations to raise awareness of the importance of dual careers among coaches, athletes, and their entourage. Young athletes should be a particularly important group. The SPC should also focus on female athletes deciding to become mothers and athletes at the end of their sporting career entering the job market, in which it would be helpful to work with companies and be able to monitor job vacancy or internships and make them available to former athletes.

#### **REMARKS**

Both athletes and their entourage are aware, that the integration of high-performance training and studying is very important and can determine on the future employment. Unfortunately, athletes who want to focus more on their studies often neglect their training or have to give it up. To prevent this, sports federations, national Olympic committees, and sports clubs should be more supportive and monitor the non-sports life of athletes and help those who have finished their career. From my conversations as an SPC, it is clear that athletes often have low self-esteem and a problem identifying their strengths.



According to the SCP's observations, the following would be advisable:

- Substantive but also mental psychological assistance.
- Providing short training courses at training centres, during training camps, on: cv writing,
   motivation letter and the labour market.
- Offering elite athletes (seniors) the opportunity to meet employers and gain information about jobs, expectations, and requirements.
- Subsidising online tutoring during junior training camps.
- Special care and support for female athletes who decide to become mothers during and after their sports career.
- Raising awareness of the possibility of gaining an education to stay in sport not only as a coach,
   e.g.: physiotherapist, psychologist, assistant coach, analyst, statistician, nutritionist, team
   manager, sports director, organiser of sports events, social media specialist.

In Poland, the Olympic medallists receive an Olympic retirement benefit at the end of their sporting careers, which is a great motivation for athletes. The athletes value this system solution very much and have often pointed out that also providing social and retirement insurance for top athletes during their sporting career and the possibility of free medical care would be an invaluable support and a factor that could determine the continuation of training.



### **Polish Speed Skating Association**

Date of report	8.09.23
Date of beginning of operations	20.01.23
Name of SPC	Patrycja Maliszewska
Number of athletes contacted	21
Areas Covered	Psychological support, capacity building for athletes,
	employment

#### PROFILE OF THE SCP

Short Track Speed Skater officially retired 24.03. Three-time Olympian, five times European Championship medallist (first ever for Poland), multiple Polish Champion, multiple polish record holder. Finished High school, in process to finish physical education, instructor of sport. Interested in holistic health. Finished a clinical dietitian course. Still doing some small courses and webinars on holistic health. Now working as assistant coach (Ministry of Sport program Super Coach) in Polish Speed Skating Federation with the main team.

#### **ACTIVITIES PERFORMED**

Opened two groups for Short Track skaters and Long Track Skaters (both national teams) on messenger, introduced my role, and gave the courage to talk to me. Individual meetings with athletes- They started to talk to me about the process of retirement. They also talked about the problems they have at school and how could I help them.

#### PROMOTION ACTIVITIES PERFORMED

Announced on my social media and Polish Speed Skating Association as well.

#### **RESOURCES NEEDED**

The main resources I needed was my experience which I could share with others, my fears, my worries. I was also reading a lot of international interviews with former athletes, also just searching the web about the topic of dual career. Had conversations with coaches of seniors and juniors.



#### **OUTCOMES OF THE SPC ACTIVITIES**

The big thing about being SPC was to be an example for all athletes and for those who already retired. Had lots of conversations about that topic. Mostly it was private, but also with posting on social media I got a lot of shares and direct messages (DMs) from Olympic medallist as well, being thankful for sharing my thoughts. Being open to talk about the process of retirement and how to use dual career was something that athlete felt free and save to talk.

#### **ISSUES FACED**

The most common issue was actually a lack of information from former athletes about dual career, they didn't want to share about this experience due to not reaching their goals.

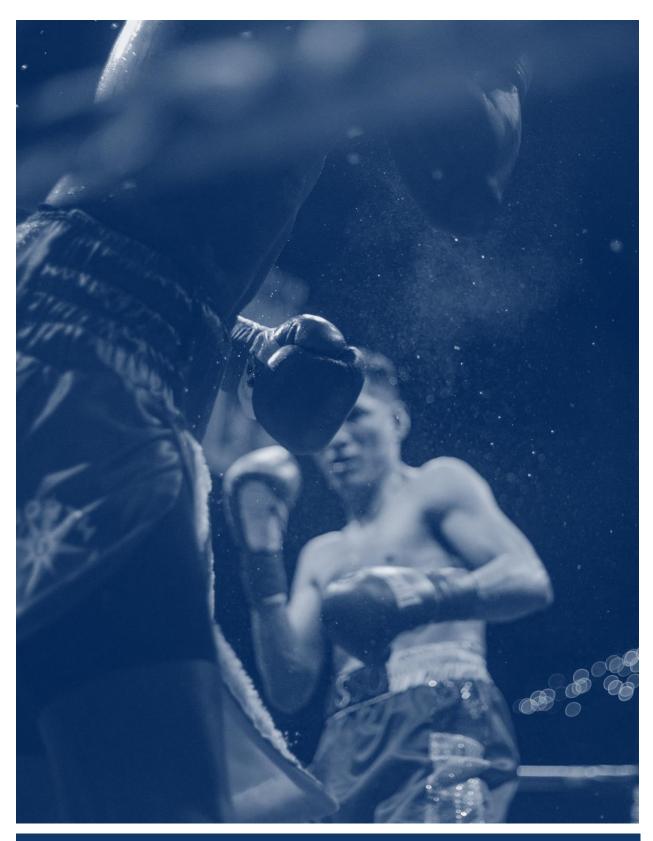
#### **FUTURE ACTIVITIES**

For sure I will continue with post on my socials about dual career and my experience, also I'm here for all athletes to answer their questions. Will stay in contact with Polish Olympic Committee to have info about any dual career program or opportunities that I could share and inform athletes.

#### **REMARKS**

This is very important subject and I'm happy to be part of it. Still lots of things to do for the sport environment for the awareness of the retirement process.









### **Hellenic Olympic Committee**

Date of report	08.09.2023
Date of beginning of operations	May 2023
Name of SPC	Christina Nikolopoulou until July 11th, 2023.
	Voula Kozompoli OLY as of September 1st, 2023
Number of athletes contacted	40
Areas covered	Awareness-raising and capacity building

#### PROFILE OF THE SCP

Between the months of May and July 2023, the SPC role was allocated to Christina Nikolopoulou, a business psychologist with two decades of experience mainly in the recruitment and development of employees within the sports industry. Christina Nikolopoulou has been assigned by the HOC Athletes' Commission as Expert on Dual Career.

As of September 1st, 2023, Christina Nikolopoulou was replaced by Voula Kozompoli OLY, a distinguished Olympian. Voula Kozompoli was a key member of the National Women's Water Polo team from 1994 to 2008 with over 350 appearances. She has won a silver medal at the Athens 2004 Olympics Games, a gold medal at the World league of Russia (2005), the fourth place in the European Games of Vienna (1995) and Budapest (2001) and the fifth place at the World Championship in Perth (1998) and in Montreal (2005) respectively. Voula Kozompoli holds a Bachelor's Degree in Economics, a Master's Degree (MBA) in Public Management and an executive diploma in Sports Management. She is President of the Hellenic Olympians' Association, Chair of the HOC Athletes' Commission and member of the HOC Executive Committee and Plenary Session. Among others, she is the General Secretary of the FINA Technical Water Polo Committee, an ambassador for Peace of the World Organization 'International Olympic Truce Center" and founder of the 'Make place for one more woman" program with the aim of improving the position of women in sports at all levels. Voula Kozompoli is involved in the OCDC project from the beginning as member of the HOC working team.



#### **ACTIVITIES PERFORMED**

In 2021, the HOC Athletes' Commission together with the Business Psychologist and former HOC SPC, Christina Nikolopoulou, started designing a dual career program adjusted to the needs of the Greek elite athletes. The program's inception phase included the fundraising aspect -



communication with potential sponsors and signing of sponsorship agreements. Upon completion of the program's inception phase, a pilot workshop on dual career and business psychology was conducted on 08.06.2023 by Christina Nikolopoulou, bringing together a diverse group of senior and junior elite athletes. It aimed to outline the theoretical principles upon which the HOC's Dual Career Program will be built upon and to explore the experiences of the attending athletes as well as their views on the value of transferable skills. The workshop's keynote speaker was Dr. Stephen Benton, a British Business psychologist with over 30 years of experience in researching, lecturing, and advising across the academic sector.

The workshop encompassed peer-to-peer discussions between one senior elite athlete and a group of young elite athletes. Through non-formal group activities, senior and junior elite athletes had the opportunity to interact with each other and share experiences and common challenges. Senior athletes acted as mentors for the younger ones, by providing advice on the harmonization of their athletic success and academic obligations, as well as sharing their own experiences on sports and education/work balance.

Among the participants were: Voula Kozompoli, Olympian in water polo and Chair of the HOC Athletes' Commission, Vassiliki Millousi, 10-time world cup series medalist on beam and Chair of the HOC Gender Equality Commission, Nikos Xylouris 2-time Olympian in Swimming, member of the HOC Plenary Session and of the BoD of the Hellenic Swimming Federation, Spyros Gianniotis, 3-time Olympian in the sport of open-water swimming and SPC of the Hellenic Swimming



Federation, Virginia Kravarioti, 2-time Olympian in sailing, and member of the HOC Athletes' Commission, Giannis Fountoulis, 3-time Olympian in water polo and member of both the HOC Plenary Session and Athletes' Commission and Agi Kasoumi, 6-time Olympian in shooting, and member of the HOC Athletes' Commission.

In total, 40 elite athletes participated in the workshop.

#### PROMOTION ACTIVITIES PERFORMED

The conduct of the Pilot Workshop on the 8th of June 2023 was included in the IOC's newsletter and received national exposure as it was included in various domestic websites.

- Communications by the Hellenic Olympic Committee: Blog post on the website, LinkedIn Posts, Twitter (now X) posts, Facebook posts.
- Communications by others:
  - o Athlete 365 article, Olympic Highlights no. 1.426, June 7th 2023.
  - Sports media articles: Marka Sport, Paralympicus, Koinignomi, Sports Ioannina, Amna,
     Nova Sports, Analitis, Attica News, Apex Sports, Gazzetta.

#### **RESOURCES NEEDED**

A budget of 100.000,00 € is needed. Until now, 60.000,00 € have been secured through sponsors.

Communication between the HOC Executive Commission and the Athletes Commission Communication with sponsors.

#### **OUTCOMES OF THE SPC ACTIVITIES**

40 elite athletes – both junior and senior ones – were informed about the concept of dual career and learned about Business psychology, a discipline beneficial to their post-sport career transition.

#### **ISSUES FACED**

Due to the global financial and energy crisis, several sponsors stepped back. This fact delayed the launch of the activities by 8 months.



#### **FUTURE ACTIVITIES**

200 elite athletes will receive a psychometric test. The HOC's Business psychologist, Christina Nikolopoulou, will be able to analyse them and offer elite athletes suitable tailored assistance based on their identified needs and expectations.

The Business psychologist will conduct individual and team sessions on how to organize working life based on strengths, how to develop weaknesses, set goals for a future career after sports, and how to prepare for a smooth and successful post-sport career transition.

Following the training, learning tools and guidelines (roadmap to follow) provided by OCDC, the SPC will be able to conduct dual career information sessions.

#### **REMARKS**

The foreseen activities underline HOC commitment to raise awareness about the significance of dual career and to provide tailored guidance and flexible learning opportunities to elite athletes who are exploring pathways beyond their sporting career.

#### **Dual-career initiatives foreseeing the involvement of the SPC**

[The following activities have been jointly undertaken by different departments and Commissions of the HOC such as the EU Projects dpt., the Marketing Commisssion, the Athletes' Commission, and the Olympic Preparation

Commission]

#### "Adopt an Athlete" program

Running since 2014	
Number of beneficiaries	40 elite athletes benefited from the program for the Olympic Games
	of Tokyo 2020
	89 elite athletes benefited from the program for the Olympic Games
	of Paris 2024
Areas Covered	Private sponsoring provided to elite athletes during the Olympic
	Preparation. Other benefits provided to elite athletes to facilitate
	their Olympic Preparation. Undergraduate and postgraduate
	scholarships provided to elite athletes.



The way the SPC can contribute to this program, run by the HOC Marketing Commission in cooperation with the HOC Olympic Preparation Commission, is currently under consideration.

Activities performed: The aim of the program is to facilitate elite athletes' Olympic preparation. This can be achieved primarily by the provision of financial stability, which limits uncertainty and enables elite athletes to perform at the peak of their physical and mental ability. Elite athletes, who are "adopted" upon selection by the HOC Olympic Preparation Commission, receive private sponsorships fully covering their monthly training expenses including state-of-the-art footwear, apparel, equipment, elite coaching, accommodation, traveling, food, medical and other welfare expenses.

Selected elite athletes are entitled to some benefits offered by sponsor e.g. free access to gyms, medical examinations and surgeries if needed, and food supplements.

The "adopted" athletes are eligible to get free scholarships from the University of Nicosia in Cyprus and the French College of Greece (IdEF). More specifically, the University of Nicosia has been offering a full scholarship for a master's degree in any field of studies, whereas the French College of Greece has been providing athletes with the possibility of attending bachelor courses in Law Studies and studies in the sports field.

In this framework, meetings with universities and potential sponsors as well as the selection of elite athletes, who benefit from the program, are carried out.

<u>Promotion activities performed:</u> Promotional activities are carried out by the HOC's press office (e.g., press releases).

Resources needed: Members of both the HOC Marketing Commission and the Olympic Preparation Commission.

Outcomes of the SPC activities: 50 sponsors adopted more than 40 athletes of 11 different Olympic sports during the preparation for the Tokyo Olympic Games 2020. Until the beginning of September 2023, 89 elite athletes enjoy benefits and are eligible to scholarships. More than half of



them have been "adopted" by a sponsor, who will cover all of their training expenses during their preparation for the Paris Olympic Games 2024.

<u>Issues faced:</u> The most challenging obstacles that the HOC had to overcome were the financial crisis from 2008 to 2018 and, more recently, the Covid 19 pandemic, which affected on the number and the number of sponsorships.

# Memorandum of Understanding (MoU) signed between the HOC and the American College of Greece (Pierce, Deree, Alba)

Activities performed: On May 5th 2023, the HOC took a significant step by signing a Memorandum of Understanding (MoU) with the American College of Greece (ACG) which highlighted the significance and commitment of both actors to the cause of supporting athletes' dual career.

For HOC, the primary objective of this partnership is to further strengthen and enhance the Dual Career Program which has been established by the HOC Athletes' Commission. On the other hand, HOC undertakes to support the Athletes' Dual Career Project operated within the American



College of Greece. Both parties agree to jointly design and implement academic, highly impactful research projects and related dissemination activities.

#### Promotion activities performed:

- Blog post in HOC's webpage
- Facebook post
- Twitter (now X) post
- LinkedIn post

An exploratory round of discussions about the possibility of granting ACG scholarships to two junior elite athletes (17 years old) from the Fencing Federation, who are interested in pursuing



higher studies in the field of economics and maritime shipping, was initiated during the first week of September 2023. The ACG's response was positive, enabling the two junior elite athletes to focus this year on their preparation for competitions and not worry about their entrance in a university.

Positive evaluation of the project proposal "Olympic Committees Leadership Program – OCLP" (project ID 101133738) submitted in response to ERASMUS-SPORT-2023-SCP.

Activities to be performed: The project proposal "Olympic Committees Leadership Program" with the acronym OCLP - in which the Hellenic Olympic Committee was included as a partner together with the Olympic Committees of Poland (coordinator), Croatia, and Ukraine, the Institute of Good Governance and the European Network for Innovation and Knowledge, passed the evaluation of

Subject: Erasmus+ (ERASMUS+) Call: ERASMUS-SPORT-2023 Project: 101133738 - OCLP GAP invitation letter Dear Applicant, I am writing in connection with your proposal for the above-mentioned call. Having completed the evaluation, we are pleased to inform you that your proposal has passed this phase and that we would now like to start grant preparation. Please find enclosed the evaluation summary report (ESR) for your proposal. Invitation to grant preparation Grant preparation will be based on the following: Project number and name: 101133738 - OCLP Topic: ERASMUS-SPORT-2023-SCP — Cooperation partnerships Type of action: ERASMUS Lump Sum Grants Requested grant amount (proposal): 400 000.00 EUR Maximum grant amount (after evaluation); 400 000.00 EUR piect duration: 24 months

the European Commission and the project is currently in the process of the grant preparation.

The OCLP project, which was based on the implementation of the OCDC project, aims at the following:

Promoting dual career knowledge and understanding among athletes competing in Olympic sports and among National Sport Federations (NSF).

Creating a bridge between National Sport Federations and elite athletes in their post-sport transition.

Building responsible leadership capacity among National Sport Federations' decision-makers.

Promoting responsible leadership and good governance in sport organizations.

The SPC will be involved in the following project activities:

Research on leadership in sport organizations.



- Development of a leadership workshop program incl. workshops, online live sessions with leaders, a handbook, to facilitate building leadership skills in NSFs and transition of elite athletes to leadership positions.
- Mentorships where aspiring leaders will be mentored by established leaders with an understanding of sport.
- National outreach events promoting responsible leadership in sport, good governance and enhancing implementation of reforms.
- Promotion activities to be performed: A press release is foreseen for the project's commencement upon completion of the grant agreement phase.



### **Hellenic Swimming Federation**

Date of report	08.09.2023
Date of beginning of operations	June 2023
Name of SPC	Spyros Gianniotis
Number of athletes contacted	34
Areas covered	Awareness raising, capacity-building, education

#### PROFILE OF THE SCP

The HOC has selected to collaborate with the Hellenic Swimming Federation due to their already established successful cooperation. The appointed SPC is Spyros Gianniotis, a very well-known elite swimmer specializing in long-distance and open-water freestyle events, who has achieved remarkable distinctions in open water: Olympic silver medallist, two-time world champion, World Cup gold medallist and two-time European champion. He has also been working as a technical advisor on open water within the Hellenic Swimming Federation.

Spyros Gianniotis can be considered as a successful example of dual career, rendering him a suitable choice for the SPC position: he benefited from the first national Law for elite athletes (N. 2725/1999, Art. 34) defining dual career rights including access to higher education, employment in sport-related organizations under public law and financial rewards for elite athletes. In this context, he pursued a higher education in the form of a bachelor's degree in physical education enrolling without taking entrance examinations - and enlisted in the Hellenic Armed Forces – he is currently working at the Supreme Military Sports Council. At the same time, he is a postgraduate student in the Sports Management Faculty of the Hellenic Open University. Perhaps his most significant added value for this position is his public speaking ability and high recognition as one of the most prominent Greek elite athletes who can generate visibility for dual career.



The SPC has received all the necessary information about the OCDC project, as well as useful material collected or produced throughout it, and is more than capable to undertake action under this position.

#### **ACTIVITIES PERFORMED**

So far, the SPC has conducted 5 informative sessions about dual career:

4 individual, in person sessions were conducted in July 2023 in Fukuoka (Japan), during the 2023 World Aquatics Championships.

An online informative session was

Η Διπτλή Σταδιοδρομία Dual Career

Τι είναι; Η υποστήριξη των εν ενεργεία αθλητών/τρών υψηλού επιπέδου, άλλα και αυτών που έχουν αποσυρθεί από τον πρωτοθλητισμό, στην ανάπτυξη της επαγγελματικής τους λαρίζες, μετά το πέρος της κυθιτικής τους καρίζες.

Η Διπλή Ιταδιάδρομία (Dual Career) στοχείμε στο συνδυασμό 2 προστοιικόν σύδησης του καθιτιών.

1) Επίπευξη υψηλών αθλητικήν επιδάσεων 2) Επιδιάξετη αποιλών ή προστοιματία για το επαγγελματικά μέλλου.

Συχνότερες προκλησεις Περιορισμού στο εκπαιδευτικό σύστημα!

Ελλειμή ελαστικότητας κατά την εκπαίδευση και την αγορά εργασίας - ελλειψη ελειστικότητας κατά την εκπαίδευση και την αγορά εργασίας - ελλειψη ελειστικότητας κατά την εκπαίδευση και την αγορά εργασίας - ελλειψη ελειστικότητας κατά την εκπαίδευση και την αγορά εργασίας - ελλειψη ελειστικότητας κατά την εκπαίδευση και την αγορά εργασίας - ελλειψη ελειστικότητας κατά την εκπαίδευση και την αγορά εργασίας - ελλειψη ελειστικότητας κατά την εκπαίδευση και την αγορά εργασίας - ελλειψη ελειστικότητας κατά την εκπαίδευση και την αγορά εργασίας - ελλειψη ελειστικότητας κατά την εκπαίδευση και την αγορά εργασίας - ελλειψη ελειστικότητας κατά την εκπαίδευση και την αγορά εργασίας - ελλειψη ελειστικότητας κατά την εκπαίδευση και την αγορά εργασίας - ελλειψη ελειστικότητας κατά την εκπαίδευση και την αγορά εργασίας - ελλειψη ελειστική την εκπαίδευση και την αγορά εργασίας - ελλειψη ελειστική του επαίδευση και την αγορά εργασίας - ελλειψη ελειστική την εκπαίδευση και την αγορά εργασίας - ελλειψη ελλειστική την εκπαίδευση και την αγορά εργασίας - ελλειψη ελλειστική την εκπαίδευση και την αγορά εργασίας - ελλειψη ελλειστική την εκπαίδευση και την αγορά εργασίας - ελλειψη ελλειστική την εκπαίδευση και την αγορά εργασίας - ελλειψη ελλειστική την εκπαίδευση και την αγορά εργασίας - ελλειψη ελλειστική την εκπαίδευση και την αγορά εργασίας - ελλειψη ελλειστική την εκπαίδευση και την εκπαίδευση και την αγορά εργασίας - ελλειστική την εκπαίδευση και την ε

conducted on Wednesday 6th of September 2023, through a Microsoft Teams meeting. 30 elite athletes of the Hellenic Swimming Federation participated in the informative session.

#### PROMOTION ACTIVITIES PERFORMED

A press release on September's informative session will be published by the Hellenic Swimming Federation before the end of September 2023.

#### **RESOURCES NEEDED**

In person meetings with the HOC SPC and the OCDC Project Manager on behalf of the HOC.

Project presentation prepared by the OCDC Project Manager on behalf of the HOC.

Review of material about dual career (e.g., relevant articles, and content from the IOC's Athlete 365 Learning platform including educational tools and guidelines) as well as information on the OCDC project (e.g., project description incl. deliverables and expected outcomes, Research Report, training courses produced by HOC).



#### **OUTCOMES OF THE SPC ACTIVITIES**

34 elite athletes were informed about dual career, its role on their post-sport career transition and available learning tools and guidelines, while also providing essential advice and empowering elite athletes prior to their transition from elite level sports to the academic and professional life.

#### **ISSUES FACED**

The only constraint that the SPC faced was the limited availability of elite athletes during the period June-August 2023. The online group informative session on dual career was postponed until the beginning of September since elite athletes had to prepare for their participation in the European Games 2023 in Poland (21/06-02/07/23), the 2023 World Aquatics Championships, in Fukuoka, Japan (14/7-30/7/23), and the European Youth Olympic Festival in Maribor (23/07-29/07/23), while also being on summer vacation during the month of August.

#### **FUTURE ACTIVITIES**

The SPC will conduct at least one additional online group session to inform, inspire and motivate more elite athletes competing in four (4) Olympic aquatic sports i.e., swimming, synchronized swimming, diving, and water polo. The SPC of the Hellenic Swimming Federation will work closely with the HOC SPC in order to exchange views and feedback received from elite athletes during and after the completion of their corresponding activities. Besides, the cooperation between the two SPCs started on June 8th with Spyros Gianniotis participating in the pilot workshop on dual career & business psychology that the HOC SPC conducted at the HOC headquarters. This way, Spyros Gianniotis will become more qualified for his responsibilities as SPC.

#### **REMARKS**

Implementation of Pilot Single Points of Contact within national sports federations should be undertaken either by a business/sports psychology and/or by elite athletes who can set a successful example for others to follow.





### **Turkish Olympic Committee**

Date of report	14.08.2023
Date of beginning of operations	23.03.2023
Name of SPC	Esra GÜMÜŞ KIRICI
Number of athletes contacted	Approx. 50
Areas Covered	Education and employment for coaching, career guidance

#### PROFILE OF THE SCP

A former volleyball player and Olympian (2012, London) as the team captain of the Turkish Volleyball Team - the first-ever Olympic qualifier in the country's volleyball history.

After she got her bachelor's and master's degree from Marmara University Sports Sciences Faculty, she ended her career as an athlete and became a lecturer at the same university. Soon to have her Ph.D. degree in sports sciences, she is currently an executive board member at Turkish NOC and İBBSK (İstanbul Metropolitan Municipality Sports Club).

#### **ACTIVITIES PERFORMED**

Organized online workshop on 23 March 2023 for athlete students from multiple sports at Marmara University Sports Sciences Faculty in which students can become coaches, sports managers, and physical education teachers after graduation. Approximately 50 students were involved for the workshop, 18 of them were national athletes and 2 of national athletes were Olympians. The workshop included information about selecting the right education, time management, preparing for job interviews, and CV preparation. We also added another chapter where we introduced role model athletes who are successful both as an athlete and as students/employees/entrepreneurs.

#### PROMOTION ACTIVITIES PERFORMED

The documents of the workshops were released after the workshop on TOC's athlete education platform: https://akademi.olimpiyat.org.tr/sporcularin-cift-kariyerlerine-destek/



#### **RESOURCES NEEDED**

Basic presentation items were needed to perform the online workshop.

#### **OUTCOMES OF THE SPC ACTIVITIES**

With this program, we had the chance to publish localized content about dual career: https://akademi.olimpiyat.org.tr/sporcularin-cift-kariyerlerine-destek/

In addition, following this workshop Turkish NOC organized an online education for the national athletes of NOC'S Athletes Commission for three consecutive days to raise awareness of dual career.

#### **ISSUES FACED**

It was difficult to reach a larger number of student-athletes due to the online education that was implemented after the national earthquake disaster in Türkiye at that time.

#### **FUTURE ACTIVITIES**

Not specified.

#### **REMARKS**

Although there is still a long way to go in this subject, awareness has been raised among athletes who were involved in the workshop about dual careers.

Besides other outcomes of the workshop, as an Olympian and a former athlete SPC who made the presentation was also a concrete example for the athlete students, managing her dual career like being their teacher at the university and taking decision maker roles in sports management.



### **Turkish Rowing Federation**

Date of report	07.08.2023
Date of beginning of operations	13.03.2023
Name of SPC	Ugur KILIC
Number of athletes contacted	Approx. 100
Areas Covered	Education, employment, balancing sports and career, time
	management.

#### **PROFILE OF THE SCP**

As one of the most decorated rowing athletes of his era, he rowed for both of the most successful sports clubs (Fenerbahce and Galatasaray) in Türkiye for more than 15 years.

After his graduation from Marmara University Sports Academy and ending his athletic career, he took an active role in sports management. He was a board member of Galatasaray until 2022 and now works as the General Director of the Turkish Rowing Federation.

#### **ACTIVITIES SPC PERFORMED**

Organized workshops for athletes and coaches at Turkish Rowing National Teams' camps for Senior, U23 and Junior athletes. Each workshop group involved approximately 25 athletes. (March and April 2023).

Set up individual meetings with national teams' coaches to help guide the athletes for their dual careers. (March and April 2023)

#### PROMOTION ACTIVITIES PERFORMED

Since this was closed group communication, no promotion activities were performed beforehand but the documents of the workshops were released after the workshops on TOC's athlete education platform: https://akademi.olimpiyat.org.tr/sporcularin-cift-kariyerlerine-destek/



#### **RESOURCES NEEDED**

Minor logistics costs to visit national team camps and basic presentation items were needed to perform the workshops.

#### **OUTCOMES OF THE SPC ACTIVITIES**

Thanks to this program, we had the chance to publish localized content about dual career: https://akademi.olimpiyat.org.tr/sporcularin-cift-kariyerlerine-destek/

In addition to this, as the rowing federation, we started working with a career advisor to help our athletes in their career journeys.

#### **ISSUES FACED**

It was challenging to meet in person with the elite athletes and the coaches because of their busy schedules.

#### **FUTURE ACTIVITIES**

Not specified.

#### **REMARKS**

Overall, the content and the direction of the program motivated us to seek advisors for long-term career education programs in order to keep athletes in the game for longer periods without having to worry about their futures.









## **National Olympic Committee of Lithuania**

Date of report	2023.09.08
Date of beginning of operations	2022.11.03
Name of SPC	Dr. Vaida Macianskiene, PhD
Number of athletes contacted	230
Areas Covered	Education, Athlete365

#### PROFILE OF THE SCP

Former student-athlete, student-athlete-coach, student-scientist-lecturer for most of her career till successfully defended an original academic dissertation (Ph.D., Social Sciences). This dual-career experience helped her later to be an innovative lecturer at the Lithuanian Sports University and a successful Secretary-General of the Lithuanian Shooting Sports Union at the same time. A long athlete's career and studies help her to improve skills (Communication, Networking, Leadership) to find the best way to seek her own and organisational goals (Organizing and Managing, Research skills, Lobbing, Decision Making).

Currently she is the International Relations Director at the Lithuanian National Olympic Committee, Supporting and Lobbying the NOC LTU President (IOC member since 2018) in the development and implementation of key strategic projects to implement the Olympic Agenda 2020+5: Athletes as the axis of the Olympic Movement, Gender Equality and other Principles of Good Governance. Skills:

- 10+ years of experience as an athlete in the Lithuanian National Shooting Team.
- 10+ year of experience as a sports manager.
- Oriented to problem-solving.
- Excellent analytical skills.

- Analytical and Strategic thinker.
- Expert in public speaking.
- Effective relationship management.
- Lobbyist



#### **ACTIVITIES PERFORMED**

The National Olympic Committee of Lithuania had two remote and one mixed (contact and remote) meetings with athletes and coaches. We had individual meetings with athletes and coaches at the International Sports Events: Friuli, Krakow, and Maribor.

Last week the NOC Lithuania created a working group to prepare a new strategic document Agenda 2036 and the topic of Athletes Dual Career and the ways for its implementation will be the highest priority.

We strengthen collaboration with the Lithuanian Sports University in Dual Career. We are working together on topics, which can be delivered by the lecturers of the University. This project will start in 2025.

#### PROMOTION ACTIVITIES PERFORMED

Every athlete and their coaches were reached by mail:

- First Blog post on the website.
- Second Blog post on the website.

#### **RESOURCES NEEDED**

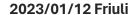
Scientific literature and IOC recommended literature and IOC Athletes 365 website:

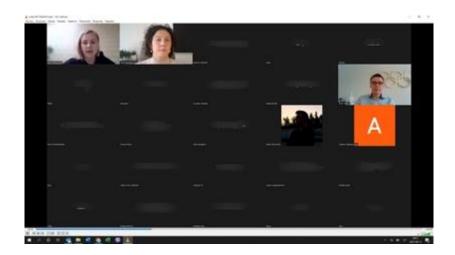
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- IOC Mental Health Action Plan (2023): https://library.olympics.com/Default/doc/SYRACUSE/3023758
- Athlete365 Career+: https://olympics.com/athlete365/careerplus/.
- Sports Psychology: Getting in the Zone: https://olympics.com/athlete365/courses/sports-psychology/.

#### **OUTCOMES OF THE SPC ACTIVITIES**



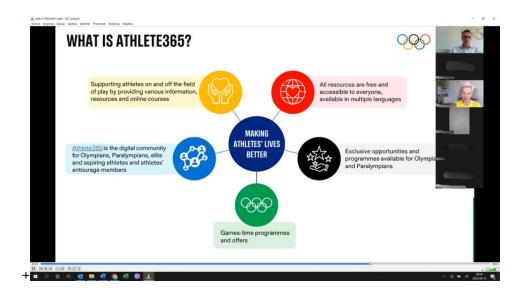


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#### 2023/07/12 Maribor



#### **ISSUES FACED**

The end of the 2022 and all 2023 period was full of big international sports competitions and our athletes were highly occupied. It was quite difficult to find a good time for informational seminars. However, we used the time and during sports competitions and before it.

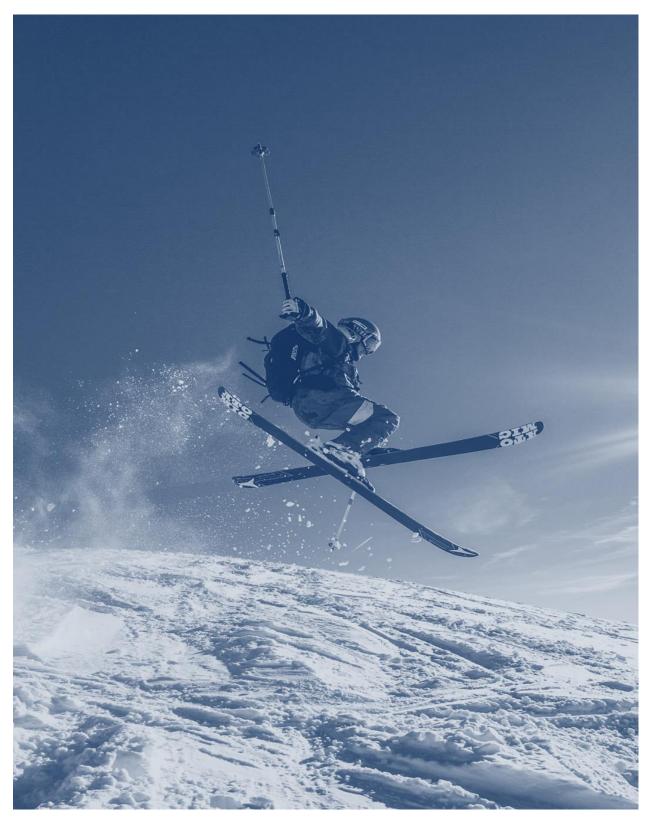
#### **FUTURE ACTIVITIES**

- Individual meetings with athletes,
- Workshops for athletes and coaches and employers,
- Meetings with employers, meeting with schools, universities.

#### **REMARKS**

We still didn't use all possibilities to reach our athletes: social media is the weakest point yet.









## **Slovenia Olympic Committee**

Date of report	06.09. 2023
Date of beginning of operations	01.12.2023
Name of SPC	Aljaž Sedej
Number of athletes contacted	29
Areas Covered	Education & employment, retirement from sports

#### PROFILE OF THE SCP

Double Olympian and graduated sport coach in judo. Postgraduate in security and criminal justice. Safeguarding Officer within the IOC. Coach for 10 years. Head of athletes' career centre at the NOC Slovenia.

#### **ACTIVITIES SPC PERFORMED**

Organizing different workshops (financial, psychological, entrepreneur, ....) for athletes, coaches, and entourage.

#### PROMOTION ACTIVITIES PERFORMED

We are promoting SPC at all events that the athletes and coaches are present. We made a web page regarding the OCDC project and SPC on the official NOC web page. Made a presentation about the Single Point of Contact for Dual Career to the national team on EYOF 2023 camp.

#### **RESOURCES NEEDED**

The resources to implement a person at the NOC is not a problem as I am employed by the NOC. To help the athletes a financial support is much needed. The only possible solution is to find a sponsor.

#### **OUTCOMES OF THE SPC ACTIVITIES**

We had three athletes that turned to SPC at the NOC. All three had a difficulty to cover study expenses since they can't enroll in regular studies (in SLO is free) as their peers, because of their training and competition schedule. We found a financial support for all three elite athletes.



One elite athlete turned to SPC at the NOC when he finished his career after winning Olympic medal. He asked for a scholarship to help him finish his studies.

One of our elite athletes turned on me for a job. He has become a double world champion in ski jumping (individual and team) this season. We are in the process to employ him in the government (sport unit in police, military, or customs).

One of our Olympic medallists in the last OG ended his career after winning the medal (best result of his career, before no podium at world cup) and turned for us for a job or scholarship during his education. We offered to give him a financial support for study costs, but that was not enough for him as he needs a monthly payment. Three athletes contacted me if there are any scholarship opportunities in the near future that they can apply for. We found 2 different opportunities and helped them with the application.

A tennis player Svit Suljić that has won European championships under 14 and won a bronze medal in European Youth Olympic Festival in Maribor turned to us for applying for a top European Athlete award – Piotr Nurowski. We helped him with the application.

Nineteen top athletes turned for help with choosing an athlete's friendly school to continue their education.

One Taekwondo athlete needed assistance with applying for Undergraduate studies as she was absent for both dates of entry tests that University listed.

#### **ISSUES FACED**

The biggest issue is the financial support we have available for athletes. We have some athletes that come from high prize-winning sports and don't need the financial support in form of a scholarship, but for the ones that do, we need finance to help them to develop their new career or finish their education. Lack of support from NF, many of them don't really care for dual career program.



We had a serious issue with helping an athlete to apply for University as she was away for competition on both listed dates for entry tests. Still haven't resolved the issue with the faculty for a new date.

#### **FUTURE ACTIVITIES**

The plan is to start with the workshops for athletes at the National Championships for Juniors in different sports. Our opinion is that this is the right age for the athletes to get acquainted with dual career. One of the goals is to find a sponsor for the athletes to help them in their transition from sport to a new career.

Starting with a campaign on raising awareness on dual career, SPC, and all other project we are offering to the athletes.

Entrepreneurship workshops for athletes and a new micro earning platform for the athletes will be implemented in our system.



## Slovenia Ski Federation and Gimnazija Franceta Prešerna, Kranj

Date of report	3.09.2023
Date of beginning of operations	01.01.2023
Name of SPC	Sašo Komovec
Number of athletes contacted	12
Areas Covered	Coordination of student-athletes, psychological support,
	communication with coaches & parents

#### **PROFILE OF THE SCP**

Professor of geology and sociology at high school Gimnazija Franceta Prešerna - Kranj. Working as a professor since 1998. Former elite athlete in ski jumping. He is still active in sport as a team member for organizing big events in ski jumping and Nordic combination and as a FIS referee and technical delegate at high level events.

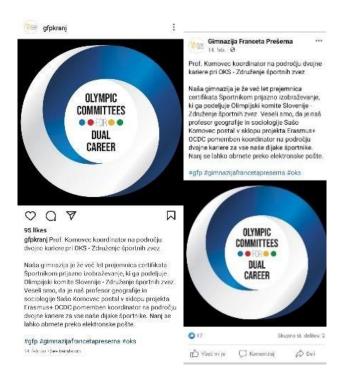
#### **ACTIVITIES SPC PERFORMED**

Parallel to teaching his main role is as sports coordinator for student athletes. He is responsible for athlete's psychological support (coordinating between the sport psychologist and athletes), supports the athletes with balancing sport and school obligations. One of the most important things is the communication between coaches and parents of the athlete.

#### PROMOTION ACTIVITIES PERFORMED

Published in form of a news in sports school that all students received. The school also posted the news on their official social media: Facebook and Instagram.





#### **RESOURCES NEEDED**

Extra time for the athletes. Recognition from the school and NF. The problem is that in our school there are not only sports students from National Skiing Federation, but also from other sports. The communication is sometimes difficult, but we always find a solution.

#### **OUTCOMES OF THE SPC ACTIVITIES**

We have had positive feedback from the athletes and their parents. Also, some coaches gave us a thumbs up and that gives us a good information for the future. Their athletes are more focused on their sport career when I help them coordinate their school activities.

The best good practice we have is with hockey athlete (Nace Langus) that needed help with his school responsibilities after he moved to Sweden. We managed to make an agreement with the school that he will all his responsibilities online.

We also have some other athletes that turned to me for help, most of them are from winter sports (ski jumping, biathlon, Nordic skiing, ...), as their competition is full in the winter months and there are away for a long period of time. I managed to prolong their study year into the summer months,



so they will finish their responsibilities on time. The most successful of them is Nika Prevc a female ski jumper that won two gold medals at last year's EYOF.

Also 6 other athletes came for advice and guidance with education responsibilities. Together we planned for test in the future and adapt the dates with their training and competition schedule.

#### **ISSUES FACED**

We still have some issues with raising awareness of the SPC, but we believe, that next year more and more athletes will be reaching out for help.

#### **FUTURE ACTIVITIES**

We are planning to make a sort of a workshop for the athletes and present them the best study universities for athletes in our country. Many of them already have Athletes Friendly Education Certificate but offer different things to the athlete. So our main focus now is to present the athletes what is their best choice for future education based on their needs and interest.







### **SUMMARY & TAKEAWAYS**

Finding balance between high-performance training and education is crucial for athletes' future employment; and many drop out of one of them due to the difficulties that a dual career can suppose.

To address this issue, SCPs suggest providing substantial mental and psychological assistance, training sessions and raising awareness. National Olympic Committees, sports clubs and federations have a role in monitoring and supporting the non-sports life of athletes in order to facilitate a dual career for them. Across countries, we can observe that the former elite athletes as SCPs can provide a safe space for athletes, making them feel identified with their story and understood. Experts in business and sport psychology can put their knowledge to work in this position, and elite athletes can become a successful example to follow, hence, these are the profiles recommended to become SCPs.

As for activities to be implemented, SCPs recommend the implementation of short training courses to build their capacity to find employment (on topics such as CV writing, writing motivation letters, and the labour market), offering senior athletes the opportunity to meet employers and gain information about jobs, expectations, and requirements; and subsidizing online tutoring during junior training camps. The Polish SCP observed that athletes often have low self-esteem and difficulties to identify their own strengths in this regard; and others bring attention to their lack of information and knowledge about the employment market. Short training and awareness raising sessions have been successful across countries in engaging elite athletes on speaking about the topic of dual careers. Raising awareness of the possibility of gaining education beyond coaching can help athletes stay in sport as various professions such as physiotherapist, psychologist, assistant coach, analyst, statistician, nutritionist, team manager, sports director, organizer of sports events, and social media specialist.

Remarks from the Polish Single Point of Contact indicate that some athletes require special care and support; for example, female athletes who become mothers during and after their sports



career, who find unique barriers to engaging in a dual career. Furthermore, they state that providing additional social support, such as health and retirement insurance for top athletes can contribute to the financial security of athletes and promote the continuation in sport, lessening the fear of retirement.

Many SCPs have stated that athletes lacked knowledge of dual careers and the employment market and feared retirement due to this issue but did not raise their voice to ask for help. There is a lack of structural support and information, and SCPs can have an important role in establishing connections with the athletes and encourage them to talk and request help, starting conversations on athletes' needs and bringing their concerns to the organisational level.

Overall, we found that the SCPs successfully managed to engage with elite athletes and establish conversations on dual careers. They have also facilitated awareness raising of the issues of dual career and opportunities that athletes have both in education and in the job market. Specially, the SCPs have facilitated information and knowledge about athlete-specific opportunities at the national and international level that athletes contacted may have been previously unaware of.

The SCP for the Turkish Rowing Federation remarked how participating in this pilot motivated the organisation to search for the necessary resources to implement long-term career education programmes, to be able to keep athletes in sport without worrying about their future.

In conclusion, the implementation of SCPs in participant organisations and other sport organisations can help athletes feel more comfortable speaking about their experiences and concerns and facilitate the process of obtaining information on dual career opportunities by concentrating all of this information in one figure, the SCP, which they can identify and address for support. And it can also provide the sport organisation with important insights on athletes' needs, prompting new dual career programmes and policies that can help solve them.



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# **Olympic Committees for Dual Career**

Pilot Implementation Report



