

SKILLS



SUMMARY PAPER
WITH VISUALS ON SKILLS NEEDS AND
CHALLENGES FOR THE SECTOR IN EUROPE

YEAR
2021


eose
EUROPEAN OBSERVATOIRE
OF SPORT AND EMPLOYMENT

SKILLS NEEDS AND TENDENCIES FOR THE SPORT AND PHYSICAL ACTIVITY SECTOR

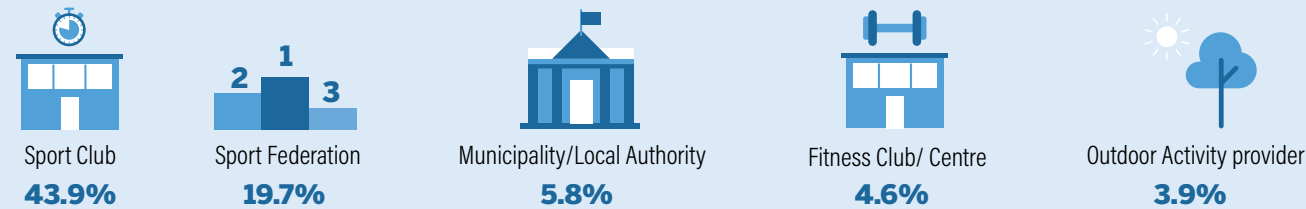
This section presents the main results and key information from the first ever European Employer Skills Survey for the sport and physical activity sector conducted by EOSE and its network in 2018/2019. The goal of this initiative was to consult the variety of sport employers all over Europe to collate data on realities and difficulties to recruit, retain and develop staff and volunteers and to identify the skill needs and future priorities for the sector.

The online survey was a great success with a total of **3,812 valid responses** collated from sport employers across the whole European Union.

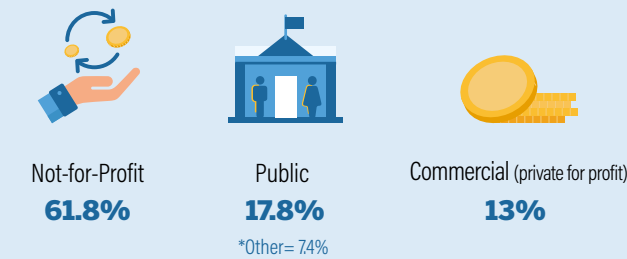
Important: the analysis provides an elaboration of all responses collated through the survey and so should be taken into consideration carefully as it is not necessary the exact reality and the exact picture of the whole sector.

THE PROFILE OF RESPONDENTS TO THE SURVEY

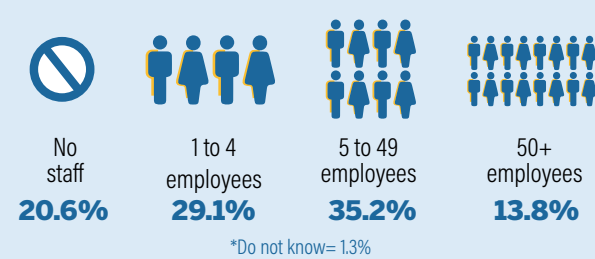
Top 5 type of respondents - n=3797



Status of respondents - n=3728

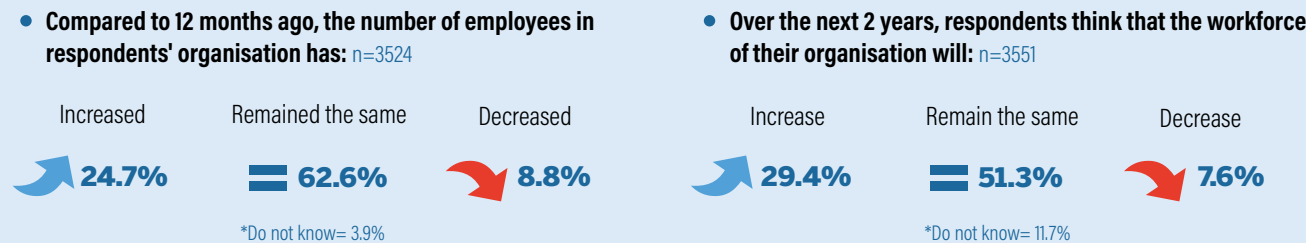


Size of organisations - n=3634



EMPLOYMENT AND PRIORITY SKILLS FOR DEVELOPMENT

A positive forecast for the sector workforce



Occupations engaged in respondents' organisation - n=3565

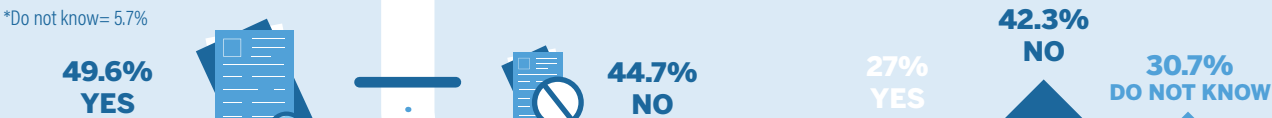
1	Sport coaches	79.6%	6	Operational staff	46.1%
2	Clerical and Office staff	70.5%	7	Athletes and Players	34.1%
3	Senior Management staff	57.7%	8	Outdoor activity leaders and animators	31.1%
4	Middle Management staff	52.1%	9	Fitness Instructors / Personal Trainers	29.3%
5	Sport officials	48.9%			

Skills and attributes identified by the respondents

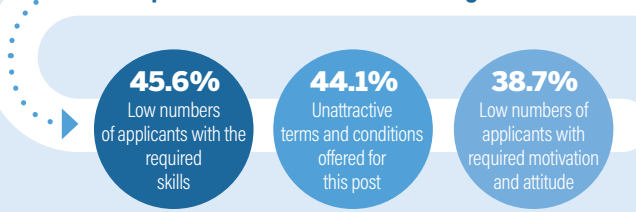
5 most important skills and attributes		5 weakest skills and attributes
1. Sport specific knowledge and skills 2. Clearly communicate instructions 3. Ensure health and safety of participants 4. Plan coaching sessions and programmes 5. Ability to work in compliance codes of practice/ethics	 Sport coaches	1. Ability to work with people with disabilities 2. Information/Communication Technology (ICT) skills 3. Marketing and selling skills 4. Organise activities and events 5. Ability to work with different participants
1. Ensure health and safety of participants 2. Clearly communicate instructions 3. Sport/activity specific technical knowledge and skills 4. Ability to work in compliance with codes of practice/ethics 5. Team working skills	 Outdoor activity leaders & animators	1. Ability to work with people with disabilities 2. Marketing and selling skills 3. Information/Communication Technology (ICT) skills 4. Organise activities and events 5. Sport/activity specific technical knowledge and skills
1. Ensure health and safety of participants 2. Exercise science knowledge (anatomy / physiology) 3. Communicating effectively with participants 4. Designing sessions and programmes 5. Understand participant needs	 Fitness instructors/ personal trainers	1. Marketing and selling skills 2. Ability to work with people with disabilities 3. Communicating effectively with participants 4. Understand participant needs 5. Exercise science knowledge
1. Apply the rules and laws of the sport 2. Uphold integrity and fair play 3. Decision-making skills 4. Ability to work in compliance with codes of practice/ethics 5. Problem-solving skills	 Sport Officials (e.g. referees, judges)	1. Managing conflict 2. Communicate information as an official 3. Information/Communication Technology (ICT) skills 4. Problem-solving skills 5. Apply the rules and laws of the sport
1. Team working 2. Problem-solving skills 3. Organisational and planning skills 4. Verbal communication skills 5. Ability to work in compliance with codes of practice/ethics	 Senior and middle management staff	1. Strategic thinking 2. Leading change 3. Business development skills 4. Marketing and sales skills 5. Facilitating innovation
1. Technical skills and knowledge required for their role 2. Team working skills 3. Ability to work in compliance with codes of practice/ethics 4. Ability to maintain health, safety and security standards 5. Problem-solving skills	 Operational staff	1. Communication skills 2. Problem-solving skills 3. Organisational and work planning skills 4. Technical skills and knowledge required for their role 5. Team working skills
1. Administration skills 2. Understanding written documents and writing clearly 3. Communication skills 4. Technical skills and knowledge required for their role 5. Customer service skills	 Clerical and office staff / receptionists	1. Information/Communication Technology (ICT) skills 2. Communication skills 3. Organisational and planning skills 4. Problem-solving skills 5. Use of technology, equipment and tools

RECRUITMENT REALITIES AND CHALLENGES

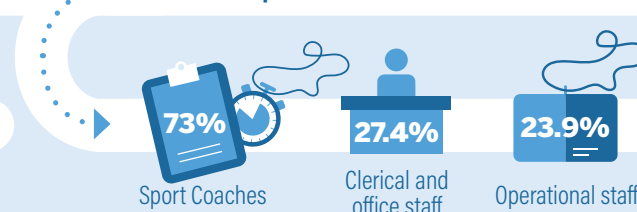
Recruitment of a paid employee in the past 12 months - n=3042



Top 3 difficulties when recruiting - n=2127

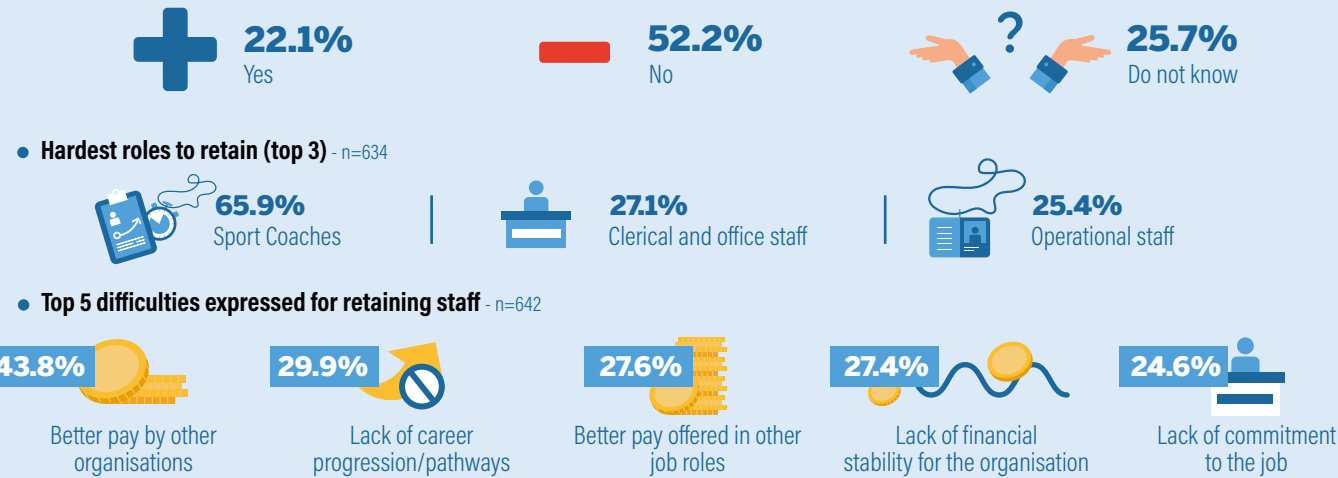


Top 3 hardest roles to fill - n=786

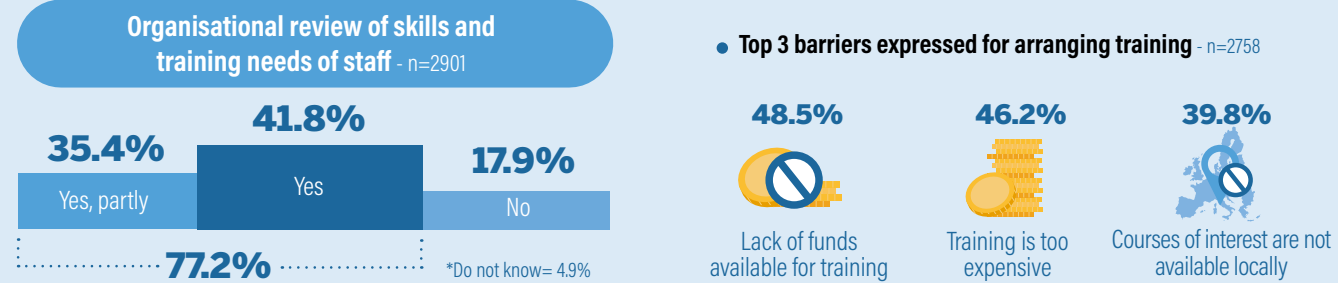


RETENTION REALITIES AND CHALLENGES

Difficulties retaining staff - n=3019



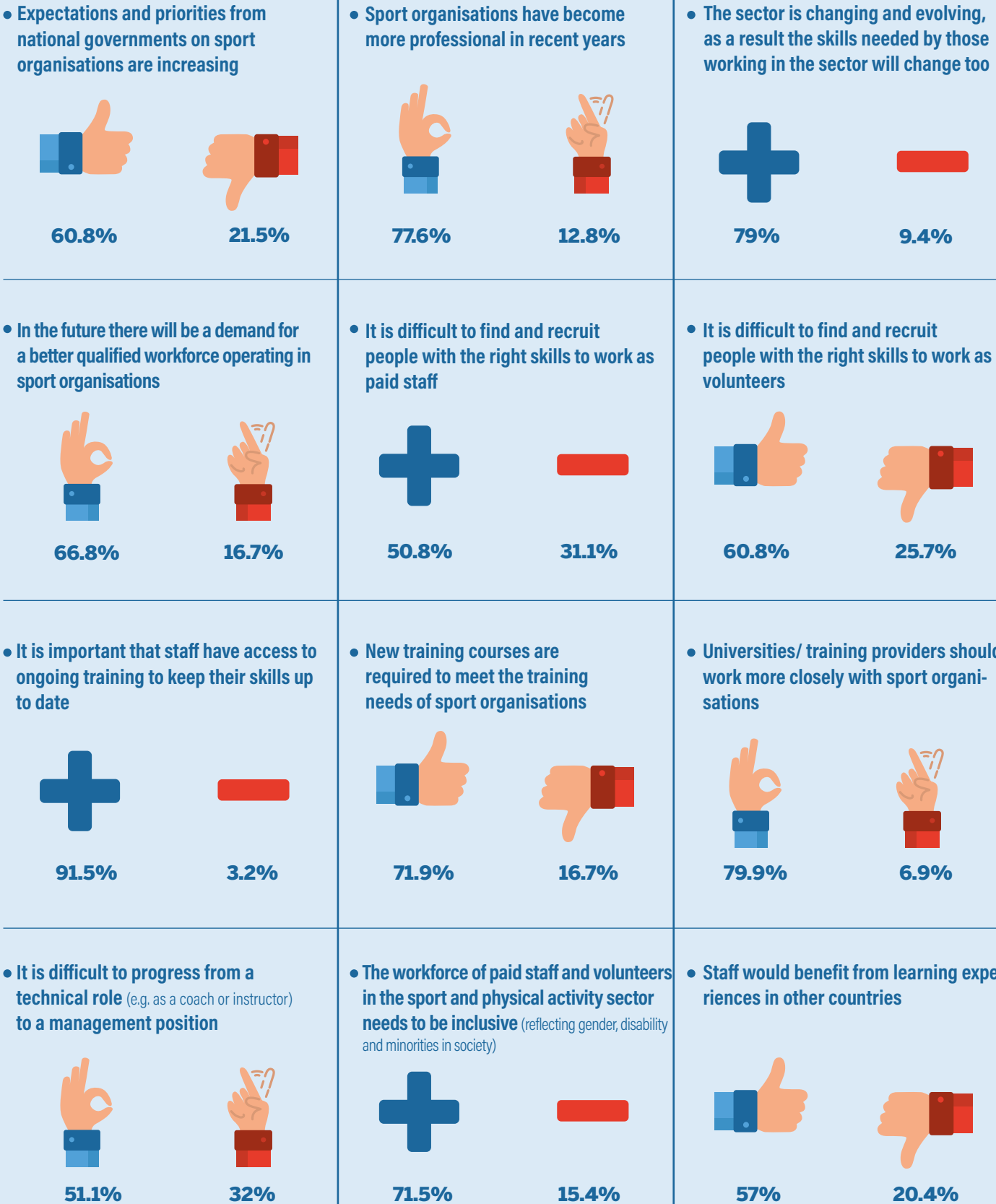
WORKFORCE DEVELOPMENT AND TRAINING



ENGAGEMENT OF VOLUNTEERS



KEY ISSUES AND CHALLENGES FOR THE SPORT AND PHYSICAL ACTIVITY SECTOR - n= 2930



The missing percentages stand for the answer "I do not know" present in the initial survey. Respondents indicate their agreement/disagreement with the above statements.



THE OVERALL INITIATIVE

The overall goal of EOSE and its networks of members and partners all over Europe is to collate, analyse and publish new knowledge and data about the European sport labour market on an annual basis.

To make an impact on the sector and allow it to unlock its recognised and growing potential to improve peoples' lives and have an impact on health, employment and the economy in Europe, it is necessary to have a precise idea of the size and characteristics of the current labour market, as well as information about its evolutions and tendencies.

This information has been missing for too many years and was successfully reinitiated through the ambitious ESSA-Sport project (www.essa-sport.eu) and follow-up Skills Project both funded under the Erasmus+ programme and coordinated by EOSE with the support of a strong network of European and national partners.

The ambition of this summary paper is to keep the momentum from ESSA-Sport project and share information and data about the growing and changing labour market, the existing skill needs, gaps and shortages, the realities and challenges of sport organisation in engaging new member of staff but also retaining their workforce, and to encourage national and EU level consultation activities to discuss and identify priority actions and recommendations for modernising the sector.

This is a summary paper so it doesn't gather all available data collected through the European Employer Skills Survey. A more detailed and extensive report has been produced and can be found at <https://projects.eose.org/skills/>

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