



The EAS-Network  
6<sup>th</sup> Conference in Aarhus,  
Denmark  
September 10<sup>th</sup> – 12<sup>th</sup>, 2009

# Workshop

## The Value of a Sports' Career in the Second Career

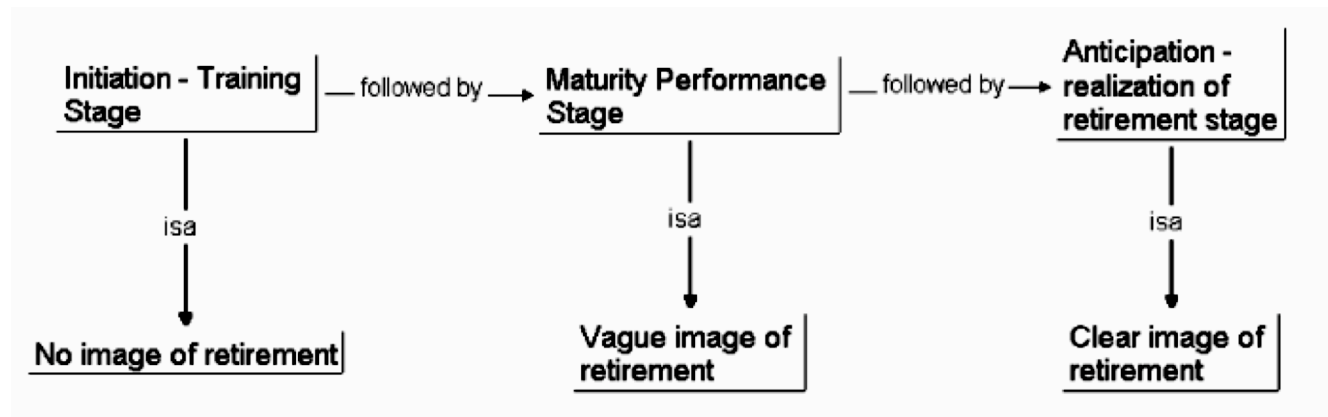
Aarhus, fredag den 11 sept. 2009

# Focus on

Is there value of the high performance career afterwards, when the athletes come to their second career?

Is there life after sports?

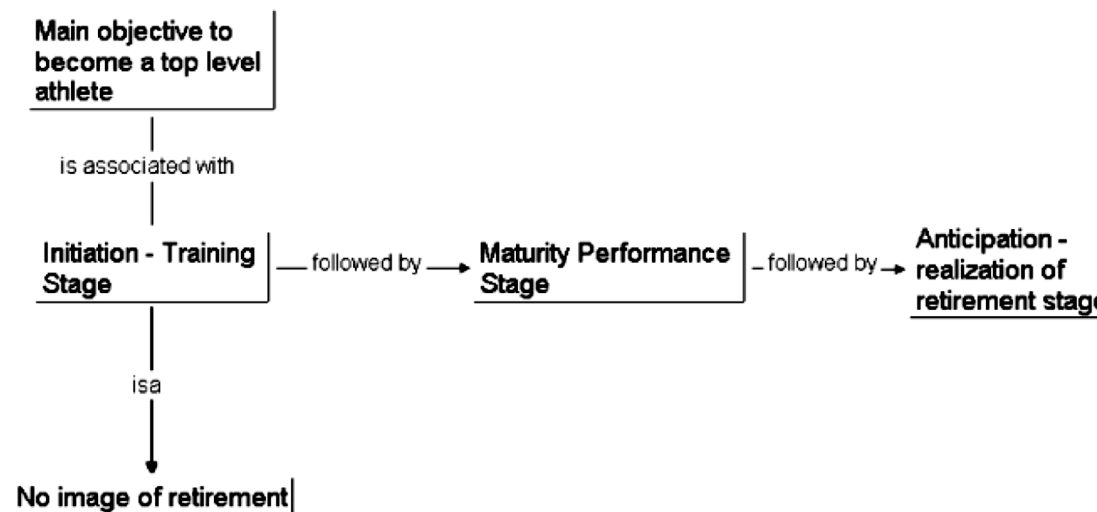
# Elite athletes' image of retirement



*(Torregrosa et al., 2004)*

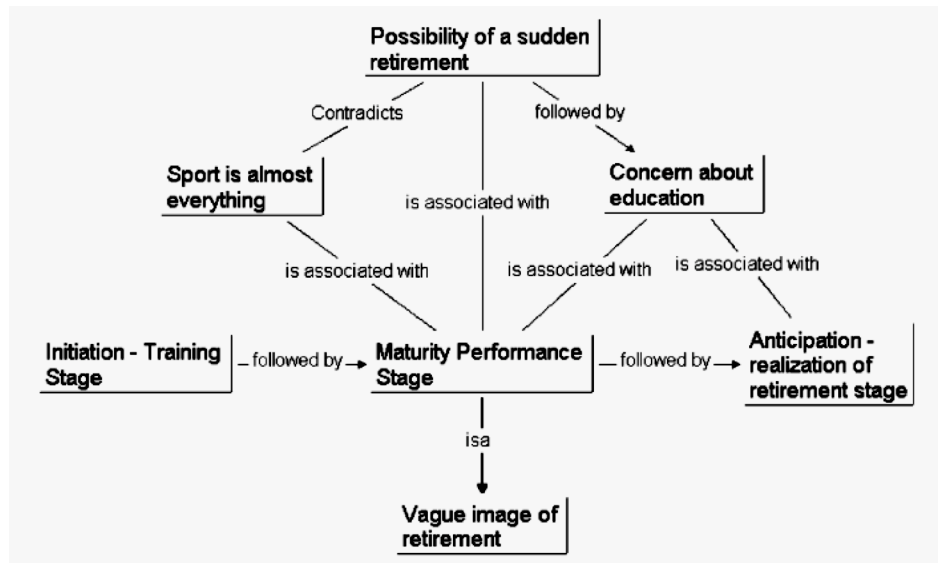
- Three different stages related to athletes' view of retirement
  - initiation/training stage
  - maturity performance stage
  - anticipation of retirement stage

# 1. Initiation-training stage



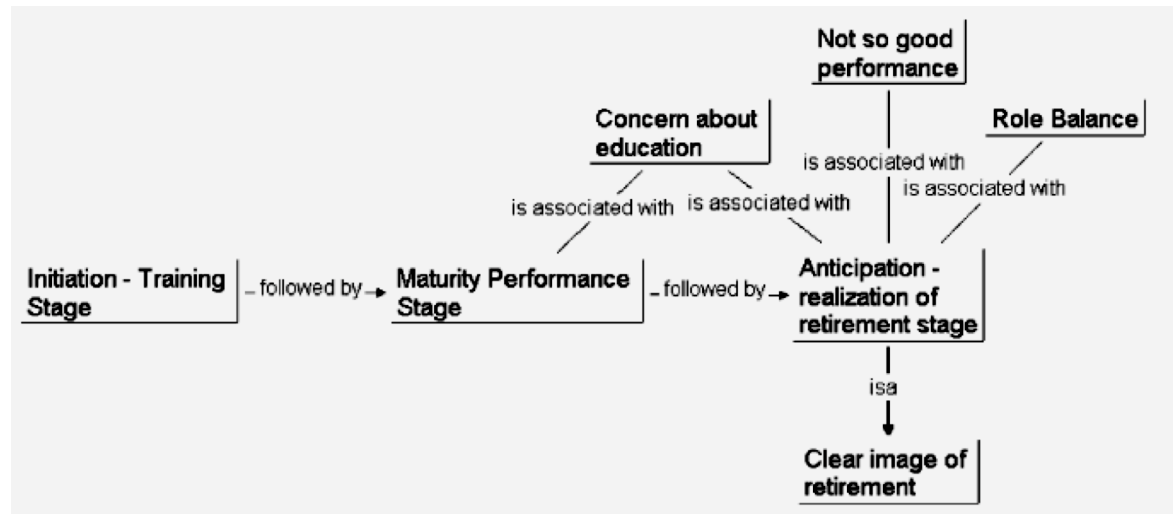
- Most of the athletes initiated their sport career at young ages and there was no image of retirement at that time.
- The main objective was to become a top level athlete and to have a progression.
- In this stage, most of the athletes outlined that results are important and it is necessary to have a certain competitive level.

## 2. Maturity-performance stage



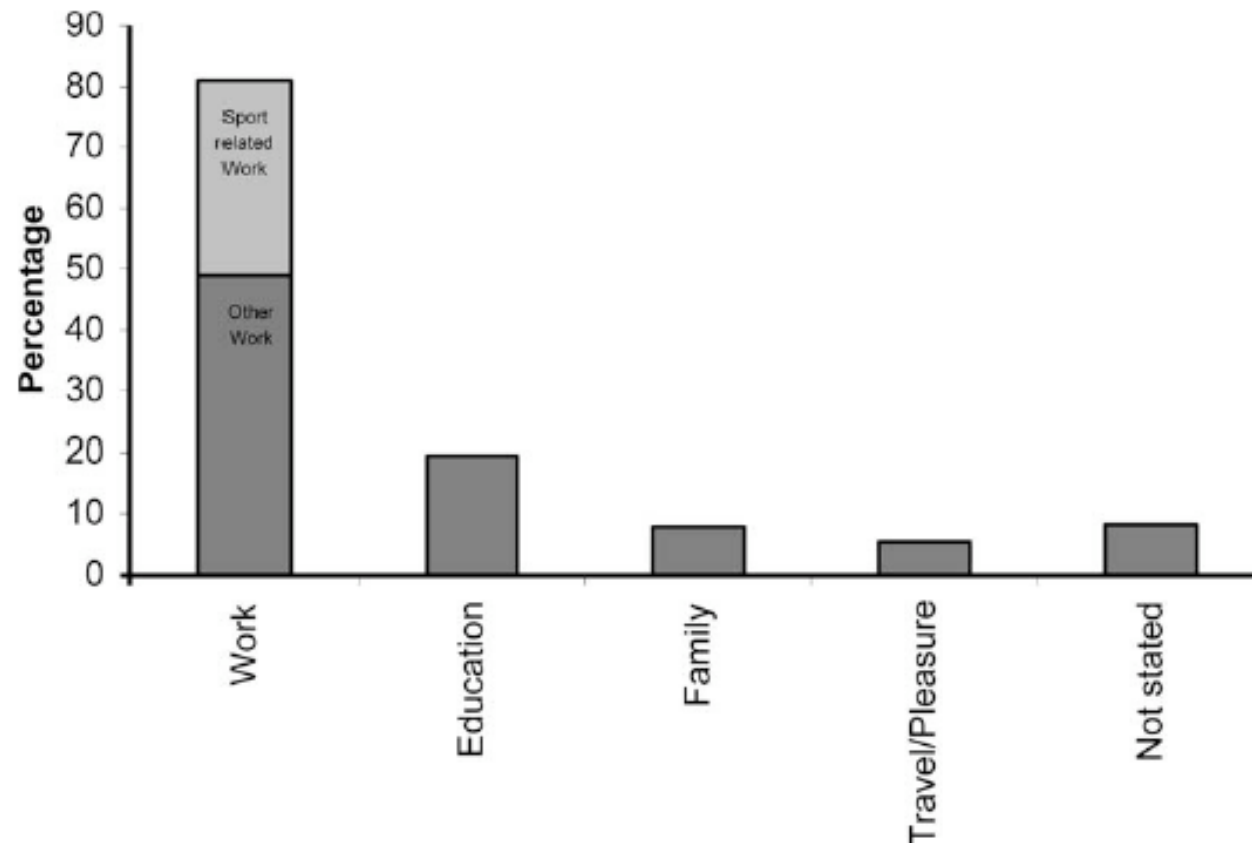
- In this stage sports receive most dedication both in a quantitative and in a qualitative way.
- All the elite athletes had achieved one of their main objectives of becoming an elite-level athlete and competing at the OG and/or WC.
- Most of the athletes took the decision to combine sports with higher education (almost always studying subjects related or applied to sports).
- In this stage there are differences as a function of athletes' gender and the sport, he or she practises.

### 3. Anticipation-realisation of retirement stage



- The differentiating factor of this stage is the quite clear image of retirement from elite sports
- This stage is characterized by stagnation or decrement of results.
- The majority of athletes had a clear picture of what retirement is and what it could imply.
- Some of them began to combine sport with another kind of job (mostly related to sport).
- The length of this stage is variable, but it appears that, within margins, the transitions requiring the least adjustment incorporated to athletes' active life after elite sports practice.

# Elite Athletes' post-sport career plans

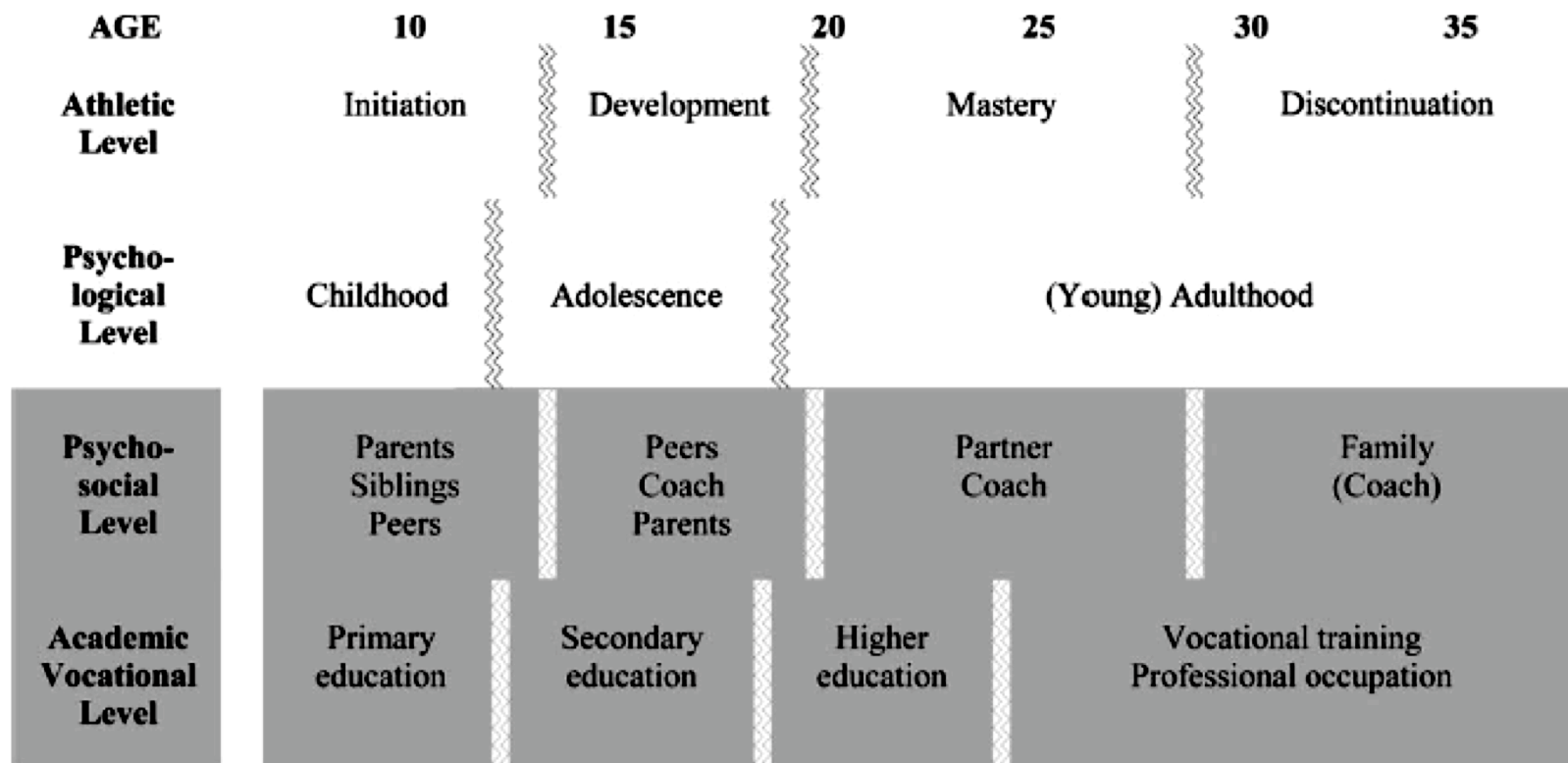


(North et Al., 2004)

# the shift in perspective

- The focus of interest broadens from the career termination model to a lifespan perspective, including different life domains relevant to athletes.
- Spot light on the role and influence of 'non-athletic' transitions which (may) affect the development of the athletic career, including those transitions at psychological, psychosocial, academic and vocational level.

# A developmental model on transitions faced by athletes at athletic, individual, psychosocial, and academic/vocational level



(Wylleman & Lavallee, 2003).



# Selected overview of career transition programs

Program	Institution	Country
Athlete Career and Education (ACE) Program	Australian Institute of Sport	Australia
Athlete Career and Education (ACE-UK) Program	UK Sports Institute	UK
British Athlete Lifestyle Assessment Needs in Career and Education (BALANCE) Program	University of Strathclyde	Scotland
Career Assistance Program for Athletes	US Olympic Committee	USA
Making the Jump Program	Advisory Resource Centre for Athlete	USA
Olympic Athlete Career Centre—National Sports Centre	Olympic Athlete Career Centre	Canada
Olympic Job Opportunities Program	Australian Olympic Committee	Australia
Study and Talent Education Program (STEP)	Vrije Universiteit Brussel	Belgium
The Retiring Athlete	Dutch Olympic Committee	Netherlands
Wales Lifestyle Management Program	Sports Council for Wales	Wales
Whole-istic	American College Athletic Association	USA
Women's Sports Foundation Athlete Service	Women's Sports Foundation	USA

(Wylleman et al., 2004)



# WORK PROGRAM FOR INTEGRATION OF HIGH-LEVEL ATHLETES

## The Masters Program 2000



# 1. What is the Masters Program 2000?

- The "Program Master 2000" is a program dedicated to high-level athletes who have completed their racing career and who want to enter the world of work.
- CONI and Adecco Foundation partnership

## 2. Who are the athletes who can participate in the Project Master 2000?

- Athletes National Champions (absolute and category)
- Athletes who participated in international competitions
- Athletes who participated in the Mediterranean Games
- Athletes who participated in European Championships
- Athletes who participated in World Championships
- Athletes who participated in Olympic Games
- Athletics teams of Series A or B

# 3. Basic requirements

- Unemployment state
- Minimum qualification: lower secondary school
- Motivation, determination, willingness and desire to seek a job

# 4. Methodology

- **Career Transition Seminar**
  - psychological support (encouraging a process of self-analysis)
  - tools for self-nomination (CV, cover letter, etc.)
  - elements of career transition seminar (the world of work, change management, etc.)
- **First interview**
  - Analysis of sport
  - analysis of the background
  - analysis of motivation
  - analysis skills
  - geographical analysis / economic analysis (time, mobility, training)
- **Second interview**
  - identifying professional profile and goal
  - Defining training needs
  - processing development plan
  - simulation interview
- **For the company**
  - presentation client companies
  - monitoring biweekly individual situation
  - Verification of vacancies on the job site and evaluation of Adecco compatibility
  - build tab for the job profiles

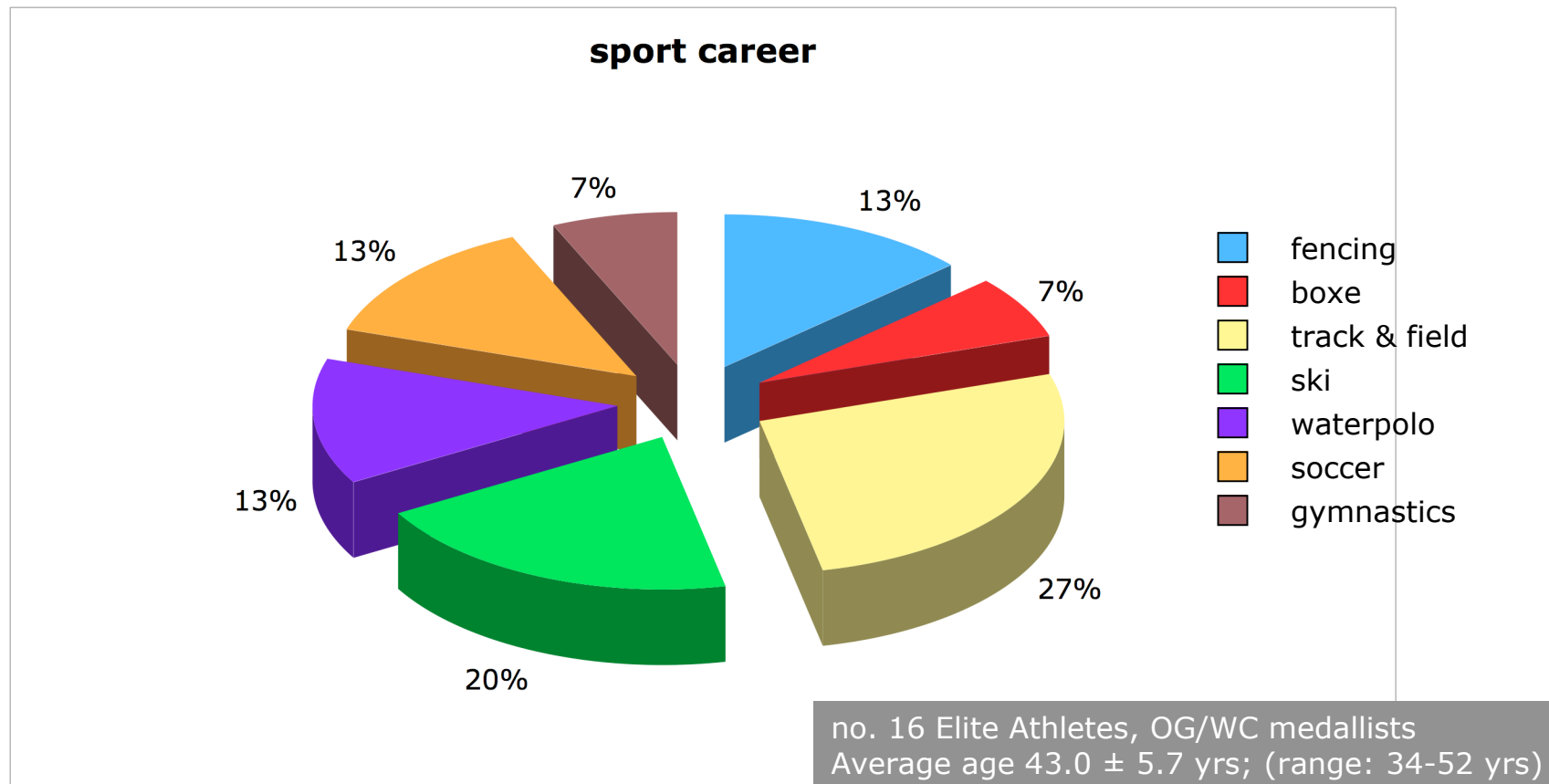
## 5. Areas where the athletes were included who came to the Project Master 2000 CONI/ADECCO

- business/administration (51%)
- technical/industrial/logistics (15%)
- informatics (7%)
- health (2%)
- hotel/tourism (14%)
- telecommunications (11%)

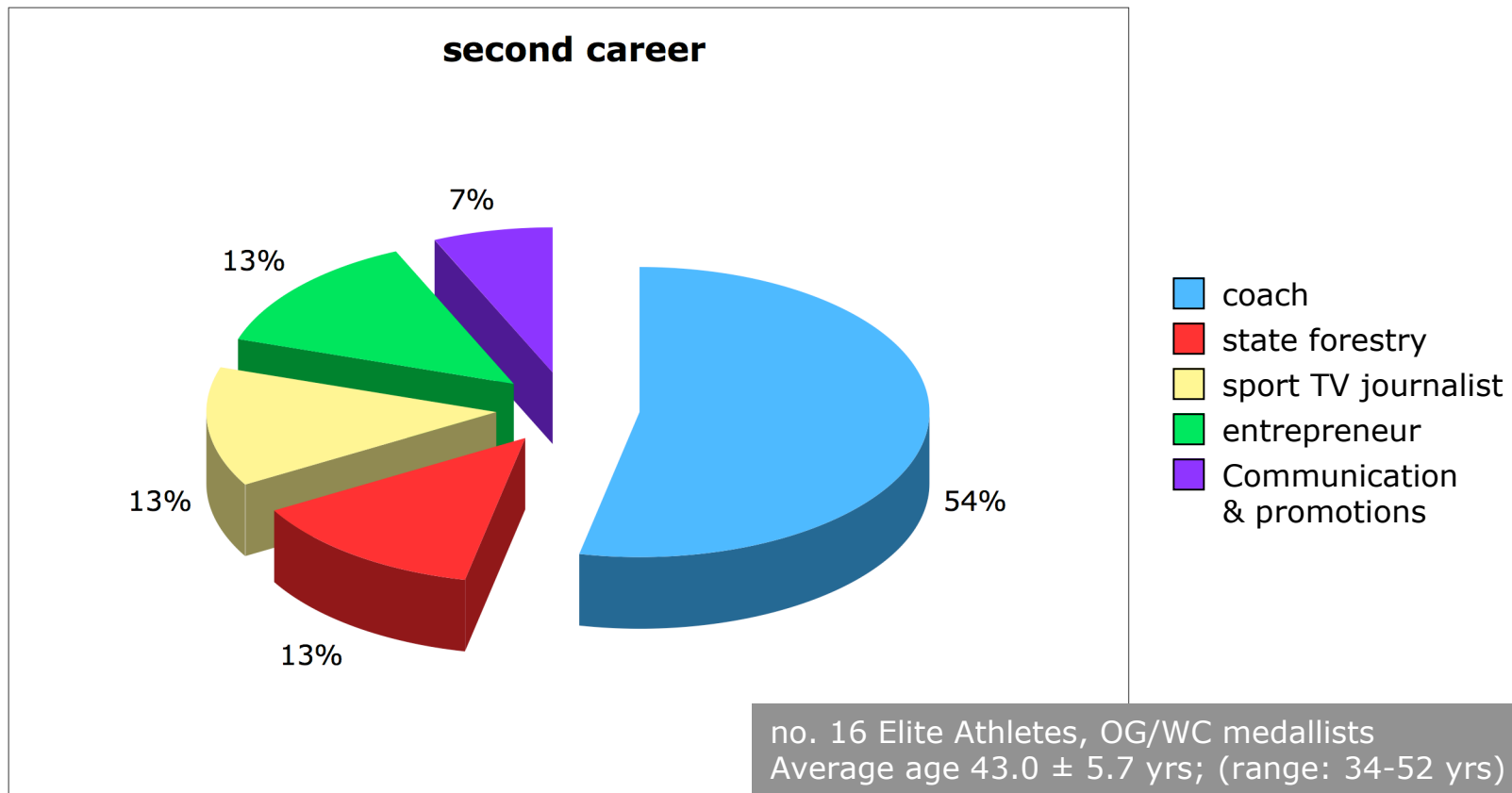
## 6. International Consensus

- Spain (in collaboration with the Ministry of Sports, the Spanish Olympic Committee and other professional leagues 6)
- Norway (in collaboration with the Norwegian Olympic Committee)
- France (in collaboration between Adecco and the Ministry of Sports)
- Switzerland (with the Swiss Olympic Committee)
- Denmark (Danish Olympic Committee)
- Sweden (Swedish Olympic Committee)
- Finland (the Finnish Olympic Committee)

# Career transition in Italy: the sport career



# Career transition in Italy: the second career



# conclusions

- elite athletes gradually build an image of retirement from competitive sports during sporting carrer.
- Retirement is seen as much less problematic when it is planned as a process rather than an event.
- Systematic prospective studies on retirement contribute to a better picture of career transitions in sports and can assist in counselling top-level athletes.
- It would be recommend that retirement from sport be viewed as a relocation in sport.

# Acknowledgements

Italo Sannicandro and Domenico Di Molfetta  
collaborated in the data collection phase





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tak for din  
opmærksomhed

