



ESSA-SPORT

Improving the Supply of Skills to the Sector



BELGIUM

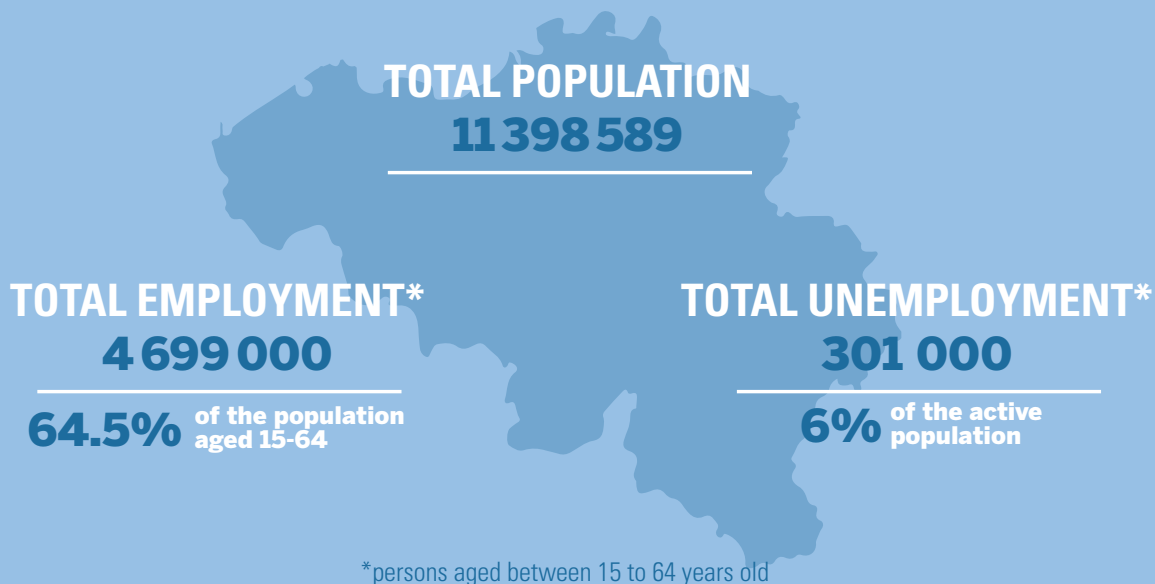
**NATIONAL LABOUR MARKET AND
WORKFORCE DEVELOPMENT
PRIORITIES FOR THE SPORT AND
PHYSICAL ACTIVITY SECTOR**

**YEAR
2019**

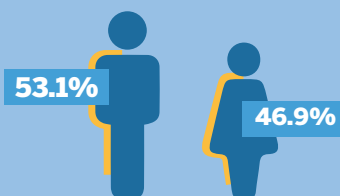


Source: Eurostat (2018)

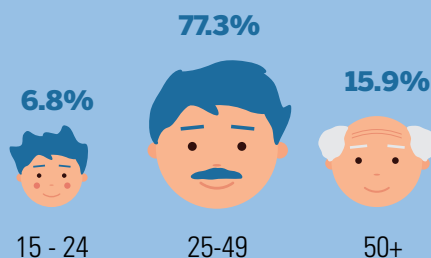
Population and Employment



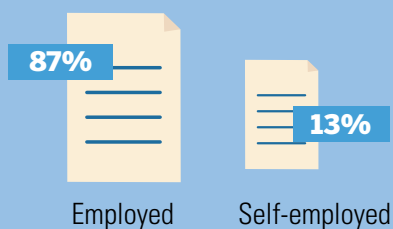
Total employment - Gender



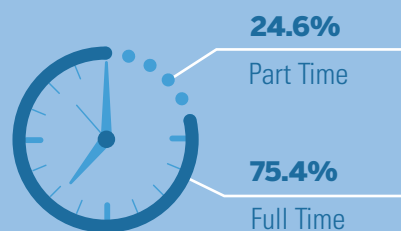
Total employment - Age



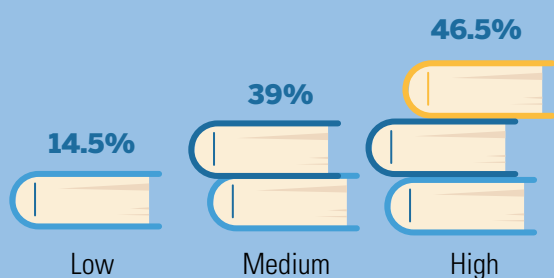
Total employment - Type of employment



Total employment - Type of contract



Total employment - Level of education*



* The statistics on level of education collated from Eurostat refer to ISCED level:

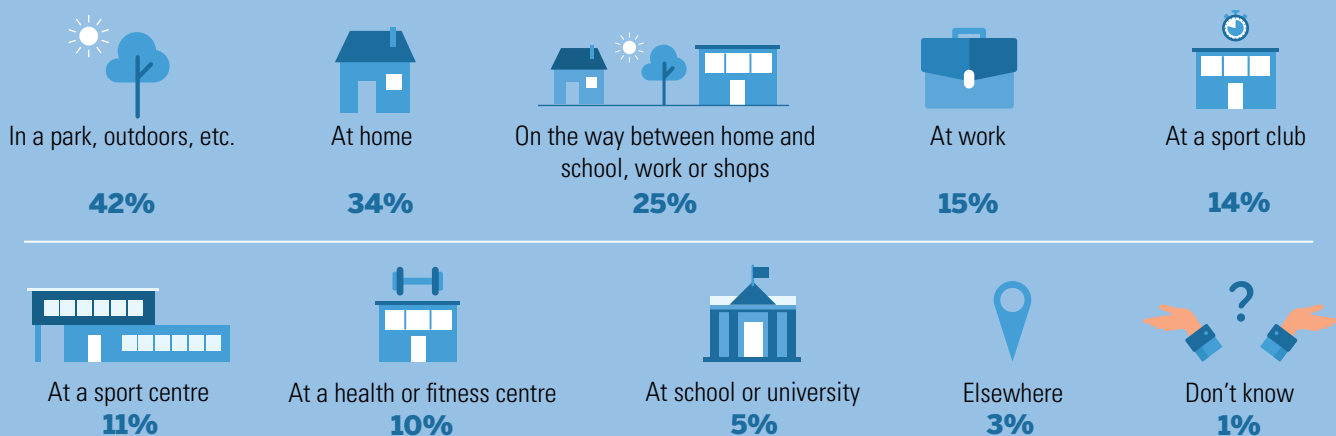
	ISCED 2011 (data from 2014 onwards)
Low education	Levels 0-2
Medium education	Levels 3-4
High education	Levels 5-8

Source: Special Eurobarometer 472 on Sport and physical activity (Publication March 2018) - n=1001

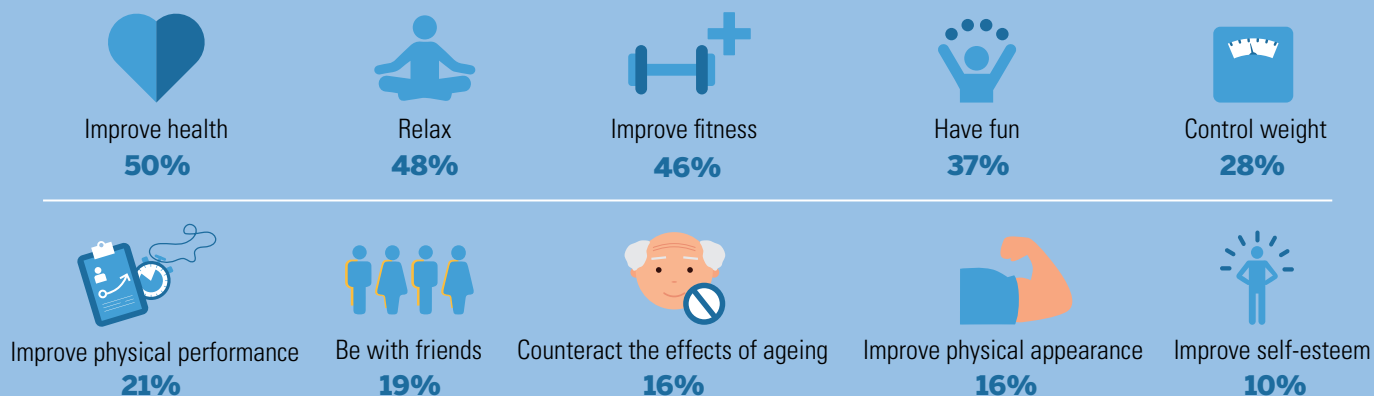
Level of practice of sport or physical activity



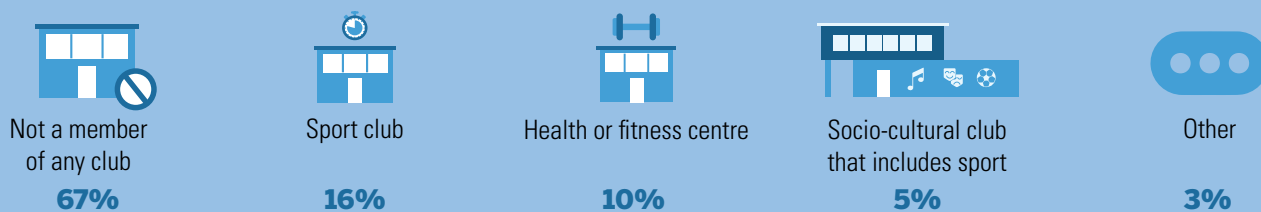
Place of practice of those engaged in sport and physical activity



Reasons for engaging in sport or physical activity



Membership of clubs where people participate in sport or recreational physical activity



Level of engagement in voluntary work that supports sport and physical activity





This section presents analysis from the official statistics collated at both national and European level through National Statistics Offices (NSO) and Eurostat. For the purpose of the fact sheet, data are provided for two different years to underline tendencies. These years can be different depending on the topic as we have not always been able to collate the same level of information/statistics for each year.

The collection of data has been a challenge and this analysis presents the best information available about the national sport labour market from the official statistics but is not necessarily the exact reality. Further discussion on the statistics can be found in the European report of the project.

Scope: the widest sport and physical activity sector defined by the Council of Europe (2001) as “all forms of physical activity which, through casual or organised participation, aim at expressing or improving physical fitness and mental well-being, forming social relationships or obtaining results in competition at all levels”. In this fact sheet we are using the term “sport sector” having the meaning of the broad sector of “sport and physical activity”.

3.1 SIZE AND CHARACTERISTICS OF THE NATIONAL SPORT LABOUR MARKET

Sources: Eurostat and National Statistics Offices

To summarise our statistical definition for the sport labour market, the work carried out in collaboration with National Statistics Offices (NSO) and Eurostat was to collate available statistics on the number of:

- Persons having a sport-specific occupation (ISCO 342*) in an organisation whose main business is the provision of sport (NACE 93.1**), e.g. professional athletes, coaches, instructors in a sport club
- Persons having a non-sport specific occupation (Other ISCO codes) in an organisation whose main business is the provision of sport (NACE 93.1), e.g. managers, receptionists in a sport federation
- Persons having a sport-specific occupation (ISCO 342) in an organisation whose main business is not the provision of sport (Other NACE codes), e.g. a fitness instructor working in a hotel

* ISCO - “The international standard classification of occupations”. ISCO divides jobs into 10 major groups of occupations and sport specific occupations are listed under ISCO3 Technicians and associate professionals and more precisely under the sub-group ISCO 342 Sport and Fitness Workers (3421 - Athletes and Sports Players; 3422 - Sports Coaches, Instructors and Officials; 3423 - Fitness and Recreation Instructors and Programme Leaders).

** NACE - “Statistical classification of economic activities in the European Community”. NACE is basically a four-digit classification providing the framework for collecting and presenting a large range of reliable and comparable statistical data according to economic activity. The codes under NACE 93.1 (Sport activities) define the organisations whose main business is the provision of sport (93.11 Operation of sports facilities; 93.12 Activities of sport clubs; 93.13 Fitness facilities; 93.19 Other sports activities).

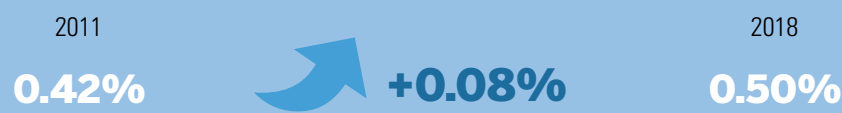
National sport labour market (=total sport employment)



- Top 4 countries representing 62% of the EU-28 sport labour market in 2018 (Total EU-28 sport employment = 1 765 728)



National sport labour market Vs National total employment



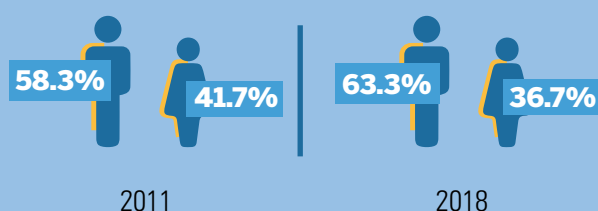
- Top 3 countries in 2018



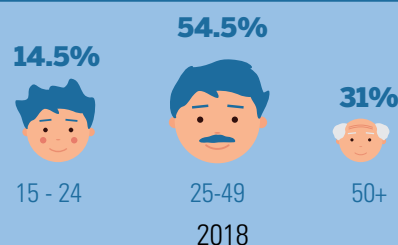
- Bottom 3 countries in 2018



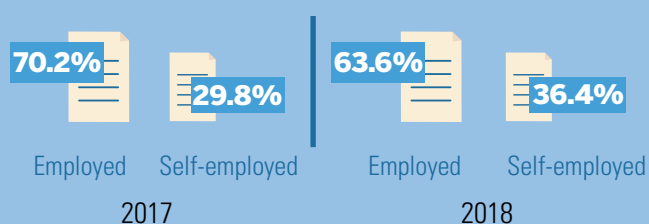
National sport labour market - Gender



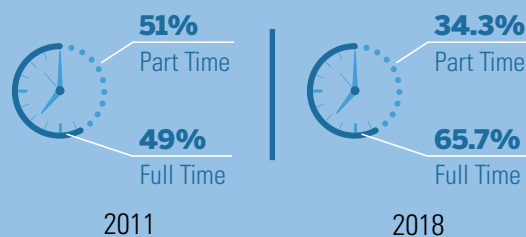
National sport labour market - Age



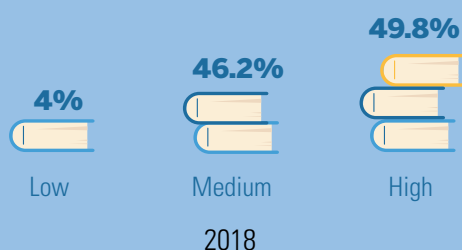
National sport labour market - Type of employment



National sport labour market - Type of contract



National sport labour market - Level of education*



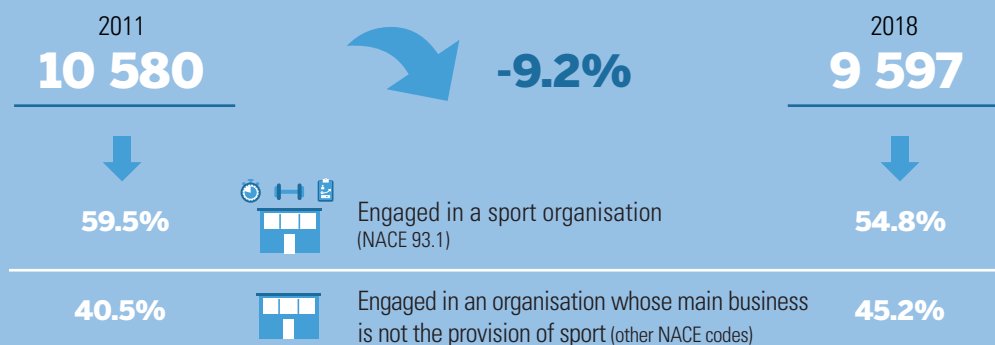
* The statistics on level of education collated from Eurostat refer to ISCED level:

	ISCED 2011 (data from 2014 onwards)	ISCED 1997 (data up to 2013)
Low education	Levels 0-2	Levels 0-2
Medium education	Levels 3-4	Levels 3-4
High education	Levels 5-8	Levels 5-6

3.2 FOCUS ON SPORT SPECIFIC OCCUPATIONS (ISCO 342)

(ISCO 3421 - Athletes and Sports Players; ISCO 3422 - Sports Coaches, Instructors and Officials; ISCO 3423 - Fitness and Recreation Instructors and Programme Leaders)

Total number of people having a sport specific occupation (ISCO 342)



• Variance from 2015 to 2018

	Athletes and Sports Players ISCO 3421	+10.4%
	Sports Coaches, Instructors and Officials ISCO 3422	+9.9%
	Fitness and Recreation Instructors & Programme Leaders - ISCO 3423	+19.7%

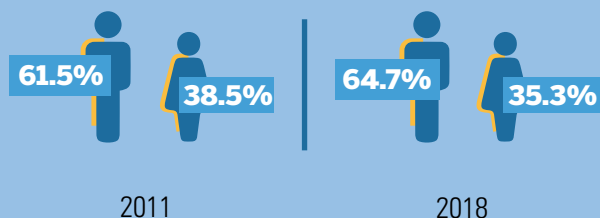
• Proportion of sport occupation in 2018

	Athletes and Sports Players ISCO 3421	13.1%
	Sports Coaches, Instructors and Officials ISCO 3422	42.5%
	Fitness and Recreation Instructors and Programme Leaders - ISCO 3423	44.4%

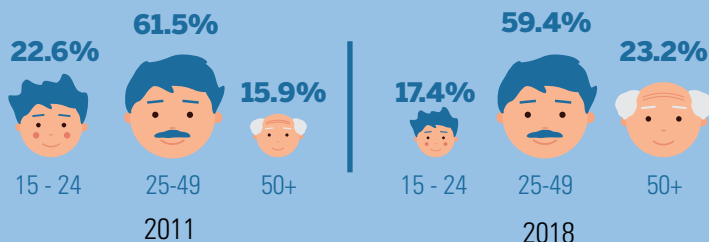
CHARACTERISTICS OF PEOPLE HAVING A SPORT SPECIFIC OCCUPATION - ISCO 342

(ISCO 3421 - Athletes and Sports Players; ISCO 3422 - Sports Coaches, Instructors and Officials; ISCO 3423 - Fitness and Recreation Instructors and Programme Leaders)

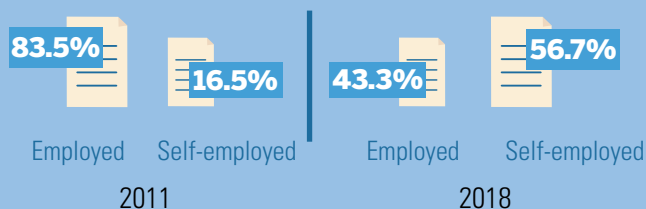
Total sport specific occupation - Gender



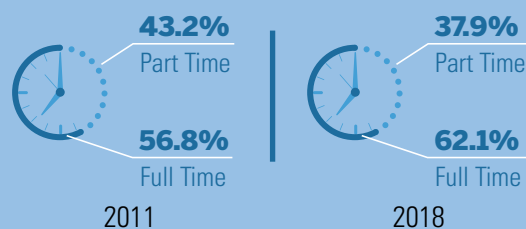
Total sport specific occupation - Age



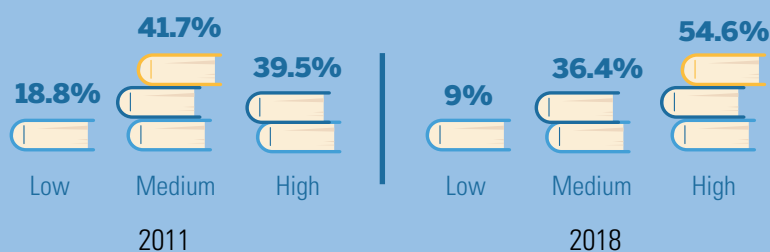
Total sport specific occupation - Type of employment



Total sport specific occupation - Type of contract



Total sport specific occupation - Level of Education*



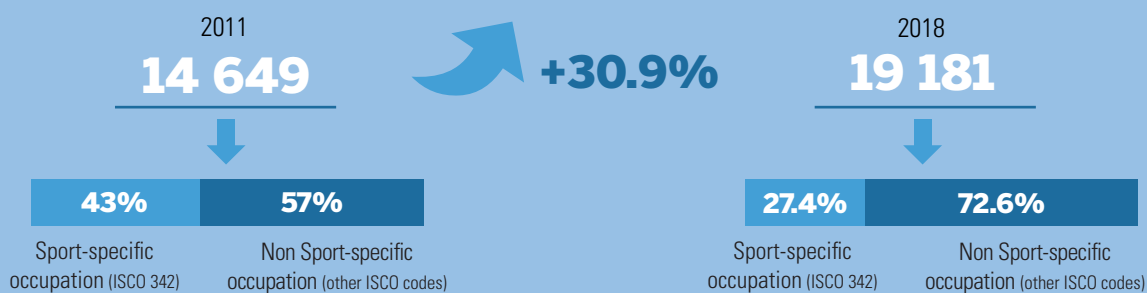
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3.3 FOCUS ON SPORT ORGANISATIONS (NACE 93.1)

NACE 93.1 (Sport activities) includes all organisations whose main business is the provision of sport (93.11 Operation of sports facilities; 93.12 Activities of sport clubs; 93.13 Fitness facilities; 93.19 Other sports activities)

Total number of people working in a sport organisation (NACE 93.1)



This section presents the main national results and key information from the first ever European Employer Skills Survey for the sport and physical activity sector. The goal was to consult the widest variety of employers to collate data on realities and difficulties to recruit and retain 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 and **115 responses** from your country.

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.

4.1 THE PROFILE OF RESPONDENTS TO THE SURVEY

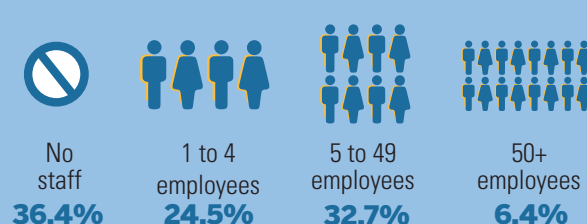
Top 5 type of respondents - n=115



Status of respondents - n=112



Size of organisations - n=110



4.2 EMPLOYMENT AND PRIORITY SKILLS FOR DEVELOPMENT

A positive forecast for the sector workforce

- Compared to 12 months ago, the number of employees in respondents' organisation has: n=103



*Do not know= 3.9%

- Over the next 2 years, respondents think that the workforce of their organisation will: n=105










*Do not know= 7.6%

Occupations engaged in respondents' organisation - n=109

1		Sport coaches	82.6%
2		Senior Management staff	73.4%
3		Clerical and Office staff	72.5%
4		Middle Management staff	65.1%
5		Sport officials	61.5%
6		Operational staff	45%
7		Athletes and Players	43.1%
8		Outdoor activity leaders and animators	38.5%
9		Fitness Instructors / Personal Trainers	28.4%

Skills and attributes

5 most important skills and attributes		5 weakest skills and attributes
<ol style="list-style-type: none"> 1. Sport specific knowledge and skills 2. Clearly communicate instructions 3. Ensure health and safety of participants 4. Ability to work in compliance codes of practice/ethics 5. Motivational skills 	 <p>Sport coaches</p>	<ol style="list-style-type: none"> 1. Sport specific knowledge and skills 2. Marketing and selling skills 3. Evaluate performance and provide feedback 4. Demonstrate a duty of care to the athlete/ participant 5. Leadership skills
<ol style="list-style-type: none"> 1. Ensure health and safety of participants 2. Clearly communicate instructions 3. Problem-solving skills 4. Ability to work in compliance with codes of practice/ethics 5. Motivational skills 	 <p>Outdoor activity leaders & animators</p>	<ol style="list-style-type: none"> 1. Provide appropriate feedback 2. Ability to work with people with disabilities 3. Sport/activity specific technical knowledge and skills 4. Problem-solving skills 5. Plan activity sessions
<ol style="list-style-type: none"> 1. Ensure health and safety of participants 2. Exercise science knowledge (anatomy / physiology) 3. Designing sessions and programmes 4. Communicating effectively with participants 5. Customer service skills 	 <p>Fitness instructors/ personal trainers</p>	<ol style="list-style-type: none"> 1. Information/Communication Technology (ICT) skills 2. Motivational skills 3. Ability to work with older adults 4. Designing sessions and programmes 5. Ability to work with children
<ol style="list-style-type: none"> 1. Apply the rules and laws of the sport 2. Uphold integrity and fair play 3. Decision-making skills 4. Managing conflict 5. Ability to work in compliance with codes of practice/ethics 	 <p>Sport Officials (e.g. referees, judges)</p>	<ol style="list-style-type: none"> 1. Managing conflict 2. Problem-solving skills 3. Communicate information as an official 4. Apply the rules and laws of the sport 5. Team working skills
<ol style="list-style-type: none"> 1. Team working 2. Problem-solving skills 3. Verbal communication skills 4. Organisational and planning skills 5. Ability to work in compliance with codes of practice/ethics 	 <p>Senior and middle management staff</p>	<ol style="list-style-type: none"> 1. Business development skills 2. Strategic thinking 3. Knowledge of external policy issues facing sport 4. Organisational and planning skills 5. Use of technology, equipment and tools
<ol style="list-style-type: none"> 1. Technical skills and knowledge required for their role 2. Ability to maintain health, safety and security standards 3. Organisational and work planning skills 4. Customer Service Skills 5. Team working skills 	 <p>Operational staff</p>	<ol style="list-style-type: none"> 1. Organisational and work planning skills 2. Problem-solving skills 3. Communication skills 4. Team working skills 5. Technical skills and knowledge required for their role
<ol style="list-style-type: none"> 1. Administration skills 2. Understanding written documents and writing clearly 3. Customer service skills 4. Communication skills 5. Organisational and planning skills 	 <p>Clerical and office staff / receptionists</p>	<ol style="list-style-type: none"> 1. Communication skills 2. Organisational and planning skills 3. Information/Communication Technology (ICT) skills 4. Use of technology, equipment and tools 5. Customer service skills

4.3 RECRUITMENT REALITIES AND CHALLENGES

Recruitment of a paid employee in the past 12 months - n=95

*Do not know= 3.1%

41.1%
YES



55.8%
NO



23.2%
YES

34.7%
NO

42.1%
DO NOT KNOW



Difficulties to fill vacancies - n=95

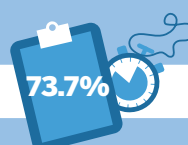
Top 3 difficulties when recruiting - n=53

41.5%
Low number of applicants with the required skills

30.2%
Unattractive terms and conditions (e.g. wage) offered for this post

26.4%
Low number of applicants generally

Top 3 hardest roles to fill - n=19



73.7%



47.4%

Middle Management staff



15.8%

Clerical and office staff

4.4 RETENTION REALITIES AND CHALLENGES

Difficulties retaining staff - n=94



18.1%
Yes



47.9%
No



34%
Do not know

• Hardest roles to retain (top 3) - n=16



81.3%
Sport Coaches



31.3%
Clerical and office staff



25%
Middle Management staff

• Top 5 difficulties expressed for retaining staff - n=15

33.3%



Lack of job satisfaction

33.3%



Lack of career progression/pathways

26.7%



Better pay offered in other job roles

26.7%



Better pay by other organisations

20%



Lack of commitment to the job

4.5 ENGAGEMENT OF VOLUNTEERS

Engagement of volunteers in a typical year - n=110

90.9%

Organisations engaging volunteers



9.1%

Organisations not engaging volunteers

Expectations of volunteers and paid staff

Do organisations have same expectations of volunteers and paid staff in the following roles?

• Sport officials

n=51

90.2% Yes

9.8% No

• Outdoor activity leaders and animators

n=26

69.2% Yes

30.8% No

• Sports Coaches

n=74

62.2% Yes

37.8% No

• Clerical and office staff / receptionists

n=53

66% Yes

34% No

• Operational staff

n=27

74.1% Yes

25.9% No

• Senior and middle management staff

n=47

62% Yes

38% No

Problems in engaging volunteers and for which occupations

• Any particular problem engaging volunteers

n=94

35.1%

No

54.3%

Yes

10.6%

Do not know

• Top 3 occupations where there are problems engaging volunteers

n=49

63.7%



Sport Coaches

65.3%



Sport Officials

36.7%



Management: board members

- Expectations and priorities from national governments on sport organisations are increasing



67.7%



16.1%

- Sport organisations have become more professional in recent years



74.2%



16.1%

- The sector is changing and evolving, as a result the skills needed by those working in the sector will change too



75.3%



16.1%

- In the future there will be a demand for a better qualified workforce operating in sport organisations



71%



12.9%

- It is difficult to find and recruit people with the right skills to work as paid staff



50.5%



24.7%

- It is difficult to find and recruit people with the right skills to work as volunteers



64.5%



24.7%

- It is important that staff have access to ongoing training to keep their skills up to date



84.9%



9.7%

- New training courses are required to meet the training needs of sport organisations



62.4%



22.6%

- Universities/ training providers should work more closely with sport organisations



79.6%



11.8%

- It is difficult to progress from a technical role (e.g. as a coach or instructor) to a management position



39.8%



37.6%

- The workforce of paid staff and volunteers in the sport and physical activity sector needs to be inclusive (reflecting gender, disability and minorities in society)



67.7%



20.4%

- Staff would benefit from learning experiences in other countries



46.2%



34.4%

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 PROJECT

The aim of the ESSA-Sport project, funded by the European Commission under the Erasmus+ programme, was to establish a European Sector Skills Alliance covering the full breadth of the sport and physical activity sector across the EU.

The 3-year project, which concluded in October 2019, aimed to create a debate within the sector on the key issues of skills and workforce development which are central to helping the sector grow, to equip those working or volunteering with the right skills and to enable the sector to fulfil its potential as a social, health and economic driver.

The overall ambition was to create an evidential basis for change and improvement, to create a major consultation on skills and to build a lasting consultation network at national and EU level to take forward the conclusions and recommendations made in national and EU Reports.

The consortium, composed of 20 national coordinators and 5 European networks, is proud to have generated new knowledge and statistics included within this National Fact Sheet.

Further information on the identified skill needs and future priorities for the sector can be found in the detailed European Report as well as National Reports.



www.essa-sport.eu
www.eose.org



CONTACT DETAILS:

EOSE – 1, Grande rue des Feuillants – 69001 Lyon – France
eosesec@eose.org // 0033 (0) 437 431 939

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