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Erasmus+ Programme  
of the European Union

# **CONTEXT ANALYSIS OF DUAL CAREER POLICIES AND PRACTICES IN GERMANY**

**Second turn – employability after the sport (SUPPORT)**

**Project No. 613196-EPP-1-2019-1-LT-SPO-SSCP**

2020



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## **LEGISLATION AND POLICY MEASURES IN PLACE**

Legislation and policy measures in place:

In Germany, sports federations have teamed up with schools to create the elite schulen des sports, which aims to provide both athletic and academic development together with social support. These schools are discussed in more detail later, under “education”.

## **FUNDING AND RESOURCES**

Funding and resources required for solid, successful arrangement for Dual Career for the individual athlete:

Germany has some form of funding for Dual Career for their athletes. SPORTSHILFE in Germany provides financial support for elite athletes

## **AWARENESS CONCERNED STAKEHOLDERS TO RECOGNIZE ATHLETES**

Awareness by all concerned stakeholders of the necessity to recognize athletes pursuing Dual Career:

In Germany all have a clear idea of the size of their elite athlete population, although their classifications vary.

## **EDUCATION**

The possibilities offered by educational support services to combine academic development with a sports career in the talent, junior elite, senior elite and post-elite phases:

The scope of policy for Dual Career is education-specific. Many educational institutions in Germany are at least partially responsible for regulating Dual Career, often in collaboration with government.

Germany has specialized schools for elite athletes.

Also, Germany has different programmes for each phase. There, different educational support services apply to secondary schools and universities, as well as to career coaching for post-elite athletes.



Germany's elite schools of sport (ESS) offer little apparent advantage over the regular education system. The 37 ESS have about 10,000 pupils across the country. They provide flexibility by delivering education around training schedules, and sometimes extensions for talented athletes.

Educational institutions provide athletes with some kind of personal tutoring.

### **OPPORTUNITIES OF DC IN GERMANY**

Opportunities and arrangements for Dual Career provided by sports associations, clubs and federations, for athletes in all stages of their sporting career:

Germany give career management service to athletes.

### **EMPLOYABILITY**

Opportunities and arrangements for Dual Career provided by labour-market actors, such as employers, trade unions and employers' organisations:

Germany have some form of labour-market involvement in Dual Career. In Germany, the national employment services or chambers of commerce assist in finding athletes avocation.

The LAUFBAHNBERATUNG DER OLYMPIASTÜTZPUNKT offer services include job interview preparation, testing and career planning.

### **SUMMARY OF THE LITHUANIAN DUAL CAREER POLICIES AND PRACTICES**

In Germany, there is a comprehensive (national, sports specific, education specific) Dual Career policy, involving Government departments (i.e., Ministry of Interior Affairs), the world of sports, universities/schools, and private companies. This approach is characterized as follows:

- At educational level, the Elite Schulendes Sports represent a form of cooperation between schools and organised sports (clubs and associations) designed to provide the best possible athletic and academic support to young athletes along with social support, usually offered at part- or full-time boarding schools. Similarly, also the 'top level sport partner schools' (Partnerhochschulen des Leistungssports) allow athletes to train, attend competitions and fulfil



school requirements. The so-called top-level sport partner universities pursue a very similar approach, providing adapted schedule and rules for studying and individual counselling to elite athletes;

- The world of sports provides career management services at the Olympic training centres. Furthermore, athletes can use sport facilities for free;
- The German Sport Aid (Sporthilfe) ensures financial support and individual counselling for elite athletes, whereas the Laufbahnberatung der Olympiastützpunkt and the Chamber of commerce facilitate the transition into the labour market.

#### Common practices:

- Career management at the Olympic training centres for individual support and counselling of athletes.
- Adapted schedule and rules for studying and individual counselling at partner universities of Elite Sports Financial support and individual counselling (German Sport Aid (Sporthilfe)) Support to find scholarships, job, and sponsors (Chamber of commerce on local, regional and national level);
- Flexible study plans.

#### Constraints:

- Prevent dropout by supporting the Dual Career on different stages of education.